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**ABSTRACT**

This report summarizes the results of a questionnaire study in 147 state-supported universities representing 47 states and 31 university systems representing 27 states. To provide anonymity, the universities are not identified with their salaries. Data are presented concerning salaries paid to full-time administrators of public, doctoral-granting institutions, including officers whose responsibilities and functions range from the director of a single office to the university president. Salaries are included for the following positions: President (Chancellor), Academic Officers, Business Officers, Student Affairs Officers, Operations Officers, Public Relations/Development, Research Officers, Deans, and Medical Deans. The first section provides the ranking of salaries paid by 147 institutions responding to a survey, representing 47 states. The second section arranges the data into the nine regions defined by the Equal Employment Opportunity Commission, with the New York and Boston regions being combined. The third section contains a table of salaries paid to university system officers, representing 31 university systems in 27 states. (JDD)

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ED317110

# TWENTY-THIRD ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1989-90

THIS REPORT SUMMARIZES THE RESULTS  
OF A QUESTIONNAIRE STUDY  
IN ONE HUNDRED FORTY-SEVEN STATE-SUPPORTED  
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES  
AND THIRTY-ONE UNIVERSITY SYSTEMS  
REPRESENTING TWENTY-SEVEN STATES

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OFFICE OF INSTITUTIONAL RESEARCH  
UNIVERSITY OF ARKANSAS  
DECEMBER 31, 1989

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**TWENTY-THIRD ANNUAL  
RANK-ORDER DISTRIBUTION  
OF  
ADMINISTRATIVE SALARIES  
PAID  
1989-90**

**THIS REPORT SUMMARIZES THE RESULTS  
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**OFFICE OF INSTITUTIONAL RESEARCH**

**UNIVERSITY OF ARKANSAS**

**DECEMBER 31, 1989**

# A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

## INTRODUCTION

This study is the twenty-third annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

## A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

### DESCRIPTION

#### TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

#### TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

#### TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-four university systems in twenty-eight states, and replies were received from thirty-one university systems in twenty-seven states.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES  
IN FORTY-SEVEN STATES

This table summarizes the data for one hundred forty-seven universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University	Middle Tennessee State University
*Auburn University	*Mississippi State University
Ball State University	*Montana State University
California State University - Los Angeles	Morgan State University
Central Michigan University	New Jersey Institute of Technology
Central Missouri State University	New Mexico Institution of Mining and Technology
City University of New York Graduate School and University Center	*New Mexico State University
*Clemson University	*North Carolina State University - Raleigh
Cleveland State University	*North Dakota State University
College of William and Mary	Northeast Louisiana University
Colorado School of Mines	Northern Arizona University
*Colorado State University	Northern Illinois University
East Tennessee State University	Northwest State University of Louisiana
East Texas State University	Oakland University
Florida Atlantic University	*Ohio State University
*Florida State University	*Ohio University
*Georgia Institute of Technology	*Oklahoma State University
Georgia State University	Old Dominion University
Idaho State University	*Oregon State University
Illinois State University	Sam Houston State University
Indiana State University	San Diego State University
*Indiana University - Bloomington	South Dakota School of Mines
Indiana University of Pennsylvania	*South Dakota State University
Indiana University - Purdue University at Indianapolis	*Southern Illinois University at Carbondale
*Iowa State University of Science and Technology	Southern Illinois University at Edwardsville
*Kansas State University	*State University of New York - Binghamton
*Kent State University	*State University of New York - Buffalo
Lamar University	State University of New York - Environmental Science
*Louisiana State University and A & M College	*State University of New York - Stony Brook
Louisiana Tech University	Stephen F. Austin State University
Memphis State University	Tennessee Technological University
*Miami University	
*Michigan State University	
Michigan Technological University	

\*Member of National Association of State Universities and Land-Grant Colleges.



TABLE I (Continued)

Texas A & I University  
 \*Texas A & M University  
 \*Texas Southern University  
 \*Texas Tech University  
 Texas Woman's University  
 University of Akron  
 \*University of Alabama  
 University of Alabama -  
 Birmingham  
 University of Alabama -  
 Huntsville  
 \*University of Alaska  
 \*University of Arizona  
 \*University of Arkansas  
 \*University of California  
 \*University of California -  
 Davis  
 University of California -  
 Santa Barbara  
 University of California -  
 Santa Cruz  
 University of Central Florida  
 \*University of Cincinnati  
 University of Colorado at Denver  
 \*University of Connecticut  
 \*University of Delaware  
 \*University of Florida  
 \*University of Georgia  
 \*University of Houston  
 \*University of Idaho  
 \*University of Illinois  
 at Chicago  
 \*University of Illinois  
 at Urbana-Champaign  
 \*University of Iowa  
 \*University of Kansas  
 \*University of Kentucky  
 \*University of Louisville  
 University of Lowell  
 University of Maryland -  
 Baltimore  
 \*University of Maryland  
 at College Park  
 \*University of Massachusetts  
 \*University of Michigan  
 at Ann Arbor  
 \*University of Minnesota -  
 Twin Cities

\*University of Mississippi  
 \*University of Missouri -  
 Columbia  
 \*University of Missouri -  
 Kansas City  
 \*University of Missouri -  
 Rolla  
 University of Missouri -  
 St. Louis  
 \*University of Nebraska -  
 Lincoln  
 University of Nebraska  
 at Omaha  
 University of Nevada,  
 Las Vegas  
 \*University of Nevada,  
 Reno  
 \*University of New Hampshire  
 \*University of New Mexico  
 University of New Orleans  
 \*University of North Carolina  
 at Chapel Hill  
 University of North Carolina  
 at Greensboro  
 \*University of North Dakota  
 University of North Texas  
 University of Northern Colorado  
 University of Northern Iowa  
 \*University of Oklahoma  
 \*University of Oregon  
 University of South Alabama  
 \*University of South Carolina,  
 Columbia  
 \*University of South Dakota  
 University of Southern Mississippi  
 University of Southwestern  
 Louisiana  
 \*University of Tennessee  
 at Knoxville  
 University of Texas  
 at Arlington  
 \*University of Texas at Austin  
 University of Texas at Dallas  
 University of Texas at El Paso  
 \*University of Toledo  
 \*University of Utah  
 \*University of Vermont  
 \*University of Virginia

\*Member of National Association of State Universities and Land-Grant  
 Colleges



TABLE I (Continued)

*University of Wisconsin at Milwaukee	*Washington State University
*University of Wyoming	*Wayne State University
*Utah State University	*West Virginia University
*Virginia Commonwealth University	Western Michigan University
*Virginia Polytechnic Institute and State University	Wichita State University
	Wright State University

\*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM  
OF MULTI-CAMPUS  
INSTITUTIONS

Rank	Salary
1	160,000 *
2	146,500 *
3	146,280 *
4	145,000 *
5	140,000 *
6	135,000 *
7	124,500 *
8	123,500 *
9	121,325 *
10	118,000 *
11	117,900 *
12	115,000 *
13	110,000 *
14	95,000 *
15	92,880 *

Average \*\*\* 126,397

Average All 126,059

PRESIDENT OF A SINGLE  
UNIT INSTITUTION

Rank	Salary
1	168,000 *
2	165,100 *
3	162,839 *
4	161,750 *
5	155,000 *
6	151,580 *
7	150,500 *
8	148,785 *
9	146,700 *
10	144,500 *
11	144,309 *
12	143,378 *
13	143,378 *
14	143,377 *
15	143,000 *
16	142,750 *
17	142,000 *
18	138,900 *
19	137,000 *
20	135,000 *
21	135,000 *
22	135,000 *
23	134,100 *
24	134,000 *
25	132,145 *
26	131,000 *
27	130,500 *
28	130,338 *
29	130,000 *
30	129,860 *
31	129,710 *
32	129,675 *
33	129,388 *

Rank	Salary
34	127,440 *
35	127,000 *
36	127,000 *
37	126,800 *
38	126,800 *
39	126,800 *
40	126,563 *
41	125,490 *
42	125,489 *
43	125,400 *
44	125,000 *
45	124,000 *
46	123,424 *
47	122,040 *
48	122,000 *
49	122,000 *
50	121,000 *
51	120,000 *
52	118,800 *
53	118,250 *
54	116,550 *
55	115,000 *
56	115,000 *
57	114,800 *
58	114,500 *
59	114,000 *
60	114,000 *
61	113,376 *
62	112,552 *
63	111,804 *
64	111,510 *
65	111,241 *
66	110,516 *
67	110,500 *
68	110,500 *
69	110,458 *
70	110,000 *
71	110,000 *
72	110,000 *
73	109,857 *
74	109,150 *
75	108,999 *
76	108,790 *
77	107,568 *
78	107,000 *
79	106,576 *
80	106,300 *
81	106,200 *
82	106,200 *
83	106,164 *
84	105,000 *
85	104,700 *
86	104,700 *
87	104,000 *
88	104,000 *
89	103,400 *
90	102,160 *
91	101,900 *
92	101,200 *
93	100,755 *
94	100,128 *
95	100,020 *
96	100,006 *
97	100,000 *

Rank	Salary
98	99,789 *
99	99,225 *
100	97,200 *
101	97,200 *
102	97,108 *
103	96,813 *
104	95,760 *
105	95,200 *
106	95,000 *
107	95,000 *
108	92,880 *
109	91,831 *
110	90,972 *
111	89,804 *
112	88,400 *
113	85,696 *
114	84,800 *
115	83,900 *
116	83,555 *
117	83,500 *
118	82,599 *
119	80,000 *
120	79,500 *
121	79,100 *
122	77,308 *
123	77,308 *
124	77,308 *
125	77,308 *
126	76,000 *
127	62,160 *
128	62,118 *

Average \*\*\* 121,283

Average All 113,948

\*Member of NASULGC\*

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE I (Continued)

ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR

Rank	Salary
1	147,960 *
2	141,750 *
3	138,000 *
4	(136,500) *
5	131,000 *
6	126,000 *
7	123,000 *
8	120,000 *
9	120,000 *
10	119,600 *
11	119,067 *
12	118,900 *
13	117,200 *
14	115,000 *
15	112,154 *
16	111,450 *
17	111,300 *
18	110,000 *
19	109,000 *
20	(107,831) *
21	106,600 *
22	106,000 *
23	106,000 *
24	106,000 *
25	103,312 *
26	102,250 *
27	101,000 *
28	(100,000) *
29	(100,000) *
30	(99,528) *
31	99,000 *
32	99,000 *
33	99,000 *
34	97,500 *
35	(97,000) *
36	97,000 *
37	96,504 *
38	95,498 *
39	95,498 *
40	95,004 *
41	95,000 *
42	95,000 *
43	95,000 *
44	94,778 *
45	94,500 *
46	94,359 *
47	93,600 *
48	93,500 *
49	93,400 *
50	93,266 *
51	93,000 *
52	93,000 *
53	92,650 *
54	92,000 *
55	91,900 *
56	91,500 *
57	91,200 *
58	90,235 *
59	90,000 *
60	90,000 *

Rank	Salary
61	89,586 *
62	88,000 *
63	86,920 *
64	85,600 *
65	85,418 *
66	84,000 *
67	83,118 *
68	83,025 *
69	83,000 *
70	82,412 *
71	81,718 *
72	81,400 *
73	81,026 *
74	80,725 *
75	80,460 *
76	80,288 *
77	80,000 *
78	80,000 *
79	(80,000) *
80	78,750 *
81	78,489 *
82	78,344 *
83	(77,695) *
84	76,432 *
85	76,330 *
86	75,200 *
87	74,970 *
88	73,470 *
89	72,885 *
90	72,260 *
91	71,844 *
92	70,000 *
93	68,716 *
94	68,065 *
95	67,990 *
96	67,572 *
97	65,537 *
98	64,000 *
99	63,800 *
100	62,510 *
101	62,400 *

Average "\*" 98,975

Average All 93,458

ACADEMIC OFFICERS:  
PROVOST

Rank	Salary
1	131,000 *
2	130,000 *
3	127,000 *
4	126,000 *
5	125,000 *
6	124,400 *
7	123,630 *
8	121,900 *
9	121,000 *
10	121,000 *
11	120,500 *

Rank	Salary
12	120,000 *
13	119,000 *
14	117,500 *
15	117,000 *
16	116,000 *
17	111,450 *
18	110,400 *
19	110,000 *
20	(107,831) *
21	106,150 *
22	102,400 *
23	101,892 *
24	101,500 *
25	100,965 *
26	(100,000) *
27	(100,000) *
28	99,750 *
29	(99,528) *
30	98,616 *
31	97,520 *
32	97,500 *
33	(97,000) *
34	95,665 *
35	95,500 *
36	95,000 *
37	94,930 *
38	94,264 *
39	90,552 *
40	90,516 *
41	90,130 *
42	90,000 *
43	86,000 *
44	85,000 *
45	84,750 *
46	83,076 *
47	(80,000) *
48	78,046 *
49	(77,695) *
50	51,110 *

Average "\*" 109,433

Average All 103,313

\*Member of NASULGC\*

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES

Rank	Salary
1	108,248 *
2	107,500 *
3	105,000 *
4	105,000 *
5	104,900 *
6	101,000 *
7	99,000 *
8	98,110 *
9	96,000 *
10	95,500 *
11	93,513 *
12	93,300 *
13	92,000 *
14	91,100 *
15	91,000 *
16	90,263 *
17	90,000 *
18	89,300 *
19	88,000 *
20	86,675 *
21	86,594 *
22	85,671 *
23	( 85,625 ) *
24	85,350 *
25	84,500 *
26	84,500 *
27	84,000 *
28	83,531 *
29	83,000 *
30	83,000 *
31	82,500 *
32	82,430 *
33	82,250 *
34	81,500 *
35	81,360 *
36	81,205 *
37	81,174 *
38	81,100 *
39	81,046 *
40	80,000 *
41	79,550 *
42	79,000 *
43	78,469 *
44	78,228 *
45	78,078 *
46	78,000 *
47	77,898 *
48	77,500 *
49	76,944 *
50	76,392 *
51	75,000 *
52	75,000 *
53	74,404 *
54	74,304 *
55	74,000 *
56	73,895 *
57	73,524 *
58	73,500 *
59	73,068 *
60	73,000 *

Rank	Salary
61	72,765
62	72,600 *
63	72,500
64	72,400 *
65	72,024
66	72,000 *
67	72,000 *
68	71,700
69	71,472
70	71,196 *
71	71,177 *
72	70,500
73	70,035
74	70,035 *
75	70,000 *
76	70,000
77	69,163
78	68,000
79	68,640
80	68,575
81	68,200
82	68,064
83	68,004
84	68,000
85	67,500
86	67,104 *
87	66,850
88	66,800
89	66,600
90	66,000 *
91	65,730
92	65,600 *
93	65,515 *
94	65,376 *
95	65,000 *
96	64,600
97	64,346
98	64,300 *
99	64,100
100	63,310
101	62,927
102	62,500 *
103	62,000
104	61,640
105	61,371
106	60,900
107	60,820
108	60,450
109	59,500
110	59,280
111	59,044
112	59,000 *
113	58,945
114	58,625 *
115	58,600 *
116	58,510 *
117	58,124
118	58,025
119	57,800
120	57,216
121	57,000 *
122	56,640 *
123	54,915 *
124	54,560

Rank	Salary
125	54,293
126	53,550 *
127	53,200
128	52,843
129	52,300 *
130	52,246
131	52,042
132	50,490
133	50,400 *
134	49,778
135	49,400
136	44,720
137	44,000
138	42,375
139	33,649
140	33,000
Average ***	78,003
Average All	71,643

\*Member of NASULGC\*

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION

Rank	Salary
1	86,000 *
2	81,000 *
3	78,273 *
4	77,150 *
5	75,000 *
6	74,500 *
7	74,200 *
8	74,200 *
9	72,000 *
10	71,179 *
11	69,500 *
12	68,020 *
13	67,700 *
14	67,000 *
15	67,000 *
16	( 66,000 ) *
17	65,813 *
18	65,200 *
19	64,800 *
20	( 64,293 ) *
21	64,253 *
22	64,000 *
23	63,218 *
24	63,000 *
25	60,936 *
26	( 60,908 ) *
27	60,585 *
28	59,970 *
29	59,754 *
30	58,000 *
31	57,561 *
32	57,200 *
33	57,000 *
34	57,000 *
35	56,560 *
36	56,295 *
37	55,750 *
38	55,650 *
39	55,137 *
40	55,000 *
41	54,050 *
42	53,700 *
43	53,158 *
44	53,000 *
45	53,000 *
46	52,550 *
47	52,450 *
48	52,163 *
49	51,550 *
50	51,500 *
51	51,360 *
52	51,323 *
53	51,300 *
54	51,230 *
55	51,150 *
56	51,000 *
57	51,000 *
58	50,532 *
59	50,424 *
60	50,350 *

Rank	Salary
61	50,300 *
62	50,277 *
63	50,000 *
64	50,000 *
65	49,387 *
66	49,350 *
67	49,321 *
68	( 48,700 ) *
69	48,581 *
70	48,442 *
71	48,000 *
72	48,000 *
73	( 47,903 ) *
74	47,520 *
75	47,500 *
76	( 45,000 ) *
77	45,000 *
78	44,700 *
79	44,652 *
80	44,464 *
81	44,400 *
82	43,989 *
83	42,500 *
84	42,357 *
85	42,308 *
86	42,200 *
87	42,000 *
88	40,687 *
89	40,176 *
90	40,000 *
91	40,000 *
92	39,270 *
93	39,183 *
94	38,940 *
95	38,800 *
96	38,325 *
97	37,647 *
98	37,451 *
99	36,750 *
100	36,017 *
101	36,000 *
102	35,000 *
103	34,889 *
104	34,680 *
105	33,996 *
106	33,400 *
107	32,320 *
108	32,130 *

Rank	Salary
109	31,716 *
110	31,056 *
111	30,000 *
112	28,765 *
113	28,000 *
114	25,598 *
115	24,100
Average ***	53,745
Average All	51,094

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TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

Rank	Salary
1	118,680 *
2	115,000 *
3	102,850 *
4	102,400 *
5	101,220 *
6	97,000 *
7	95,392 *
8	92,311 *
9	91,773 *
10	91,620 *
11	90,660 *
12	90,623 *
13	90,406 *
14	89,933 *
15	89,600 *
16	89,500 *
17	89,300 *
18	89,100 *
19	89,000 *
20	88,978 *
21	88,452 *
22	88,446 *
23	87,000 *
24	86,800 *
25	86,500 *
26	85,861 *
27	85,814 *
28	85,000 *
29	84,000 *
30	84,000 *
31	83,004 *
32	82,247 *
33	82,080 *
34	81,861 *
35	80,892 *
36	80,016 *
37	79,700 *
38	79,250 *
39	79,236 *
40	78,400 *
41	78,300 *
42	78,300 *
43	77,000 *
44	77,000 *
45	76,520 *
46	76,250 *
47	76,000 *
48	75,600 *
49	75,600 *
50	75,579 *
51	75,500 *
52	75,244 *
53	74,800 *
54	74,349 *
55	74,331 *
56	74,300 *
57	74,300 *
58	74,103 *
59	73,850 *
60	73,830 *

Rank	Salary
61	73,600 *
62	73,500 *
63	73,500 *
64	73,400 *
65	73,010 *
66	73,000 *
67	72,888 *
68	72,842 *
69	72,500 *
70	72,500 *
71	72,000 *
72	71,670 *
73	71,550 *
74	71,477 *
75	71,448 *
76	71,000 *
77	70,700 *
78	70,000 *
79	70,000 *
80	68,600 *
81	68,500 *
82	68,000 *
83	68,000 *
84	67,990 *
85	67,956 *
86	67,600 *
87	66,648 *
88	66,396 *
89	66,200 *
90	66,150 *
91	65,860 *
92	65,477 *
93	65,430 *
94	65,376 *
95	65,372 *
96	64,598 *
97	64,400 *
98	64,189 *
99	63,128 *
100	63,100 *
101	62,832 *
102	62,800 *
103	62,716 *
104	62,550 *
105	62,500 *
106	62,500 *
107	61,525 *
108	61,500 *
109	60,750 *
110	60,436 *
111	60,070 *
112	60,038 *
113	59,870 *
114	59,000 *
115	58,824 *
116	58,416 *
117	58,400 *
118	57,950 *
119	57,800 *
120	57,725 *
121	57,400 *
122	57,174 *
123	57,083 *
124	57,036 *

Rank	Salary
125	57,000 *
126	56,805 *
127	56,650 *
128	56,540 *
129	56,440 *
130	56,314 *
131	56,241 *
132	56,114 *
133	56,000 *
134	56,000 *
135	55,655 *
136	55,488 *
137	55,234 *
138	55,000 *
139	54,909 *
140	54,587 *
141	54,496 *
142	54,434 *
143	54,381 *
144	54,080 *
145	53,624 *
146	53,522 *
147	53,443 *
148	53,175 *
149	53,100 *
150	52,590 *
151	52,518 *
152	52,500 *
153	52,500 *
154	52,176 *
155	51,700 *
156	51,555 *
157	51,150 *
158	50,498 *
159	50,000 *
160	49,782 *
161	49,230 *
162	48,204 *
163	( 47,903 ) *
164	47,864 *
165	47,780 *
166	47,352 *
167	47,112 *
168	47,087 *
169	46,526 *
170	46,176 *
171	45,255 *
172	44,000 *
173	43,946 *
174	42,230 *
175	42,115 *
176	41,513 *
177	41,397 *
178	40,899 *
Average " * " 73,138	
Average All 67,662	

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

Rank	Salary	Rank	Salary	Rank	Salary
1	146,475 *	61	86,500	115	70,200 *
2	127,600 *	62	86,004	116	68,415
3	(125,000) *	63	86,000 *	117	67,500
4	124,500 *	64	85,489	118	66,612
5	115,500	65	85,000	119	66,001
6	115,300 *	66	85,000 *	120	64,293
7	(113,800) *	67	85,000	121	63,440
8	113,000 *	68	84,996	122	63,000
9	112,000 *	69	84,530	123	60,735 *
10	111,100 *	70	84,457	124	58,000
11	110,000 *	71	84,426	125	55,484 *
12	109,500	72	84,000 *	126	46,274
13	109,229 *	73	83,800 *		
14	109,200 *	74	82,800	Average ***	93,609
15	108,000 *	75	82,400		
16	107,500 *	76	82,000	Average All	87,969
17	106,700 *	77	81,200 *		
18	(105,595)	78	81,127 *		
19	105,167	79	81,026		
20	105,050 *	80	81,000 *		
21	105,009 *	81	80,699		
22	105,000 *	82	(80,480) *		
23	105,000 *	83	80,068		
24	103,000 *	84	80,000		
25	(100,776)	85	79,955 *		
26	100,680 *	86	79,920 *		
27	100,500 *	87	79,920 *		
28	99,631 *	88	79,800		
29	99,621	89	79,420		
30	99,100 *	90	79,327 *		
31	98,000 *	91	78,500		
32	98,000 *	92	78,000 *		
33	97,000 *	93	(77,650)		
34	(96,000) *	94	(76,824)		
35	95,500	95	76,674 *		
36	95,000	96	76,608 *		
37	95,000	97	76,500 *		
38	94,904 *	98	76,330		
39	94,500	99	(76,140)		
40	94,283 *	100	76,125		
41	94,250 *	101	75,000		
42	94,149 *	102	74,917		
43	93,228 *	103	74,560 *		
44	92,882	104	74,200 *		
45	92,634	105	73,684		
46	92,500	106	72,950		
47	92,000	107	72,885		
48	91,500 *	108	72,625 *		
49	91,000 *	109	72,500 *		
50	90,000 *	110	72,500		
51	90,000 *	111	72,010		
52	(89,300)	112	71,919		
53	89,000	113	71,724		
54	88,621	114	71,600 *		
55	88,295 *				
56	88,200				
57	88,000 *				
58	87,570				
59	87,445 *				
60	86,938				

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:  
CONTROLLER

Rank	Salary
1	110,000 *
2	98,900 *
3	93,000 *
4	89,610 *
5	88,000 *
6	87,450 *
7	85,700 *
8	83,900 *
9	83,600 *
10	82,430 *
11	82,000 *
12	82,000 *
13	79,900 *
14	79,673 *
15	78,600 *
16	78,500 *
17	76,962 *
18	76,000 *
19	76,000 *
20	75,800 *
21	75,710 *
22	75,684 *
23	75,608 *
24	75,068 *
25	( 75,000 ) *
26	75,000 *
27	74,566 *
28	74,480 *
29	74,280 *
30	72,000 *
31	71,715 *
32	70,875 *
33	70,084 *
34	70,000 *
35	70,000 *
36	69,801 *
37	69,600 *
38	69,600 *
39	69,570 *
40	69,000 *
41	68,081 *
42	68,004 *
43	67,736 *
44	67,200 *
45	67,000 *
46	66,840 *
47	66,700 *
48	66,520 *
49	66,500 *
50	66,348 *
51	64,600 *
52	64,200 *
53	63,795 *
54	63,750 *
55	63,630 *
56	63,600 *
57	62,000 *
58	61,800 *
59	61,000 *
60	60,750 *

## Rank

## Salary

61	60,700 *
62	60,444 *
63	60,422 *
64	60,000 *
65	59,427 *
66	59,400 *
67	58,800 *
68	58,800 *
69	58,656 *
70	58,080 *
71	58,082 *
72	58,000 *
73	( 58,000 ) *
74	57,960 *
75	57,800 *
76	57,348 *
77	56,854 *
78	56,801 *
79	56,800 *
80	56,710 *
81	56,100 *
82	55,363 *
83	55,000 *
84	54,685 *
85	54,600 *
86	54,541 *
87	54,490 *
88	54,180 *
89	54,050 *
90	54,042 *
91	54,000 *
92	53,106 *
93	52,400 *
94	52,172 *
95	51,584 *
96	51,470 *
97	51,136 *
98	51,110 *
99	50,675 *
100	50,000 *
101	49,700 *
102	49,332 *
103	48,880 *
104	48,441 *
105	47,944 *
106	47,882 *
107	47,568 *
108	( 46,767 ) *
109	46,403 *
110	45,386 *
111	45,000 *
112	44,351 *
113	44,310 *
114	44,295 *
115	42,500 *
116	42,000 *
117	41,260 *
118	38,774 *
119	30,334 *

Average \*\*\* 67,717

Average All 63,198

BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR

Rank	Salary
1	101,500 *
2	97,500 *
3	91,000 *
4	81,500 *
5	76,000 *
6	( 75,000 ) *
7	72,000 *
8	( 71,962 ) *
9	70,080 *
10	69,801 *
11	69,500 *
12	65,875 *
13	63,800 *
14	63,630 *
15	63,500 *
16	60,200 *
17	59,917 *
18	58,127 *
19	( 58,000 ) *
20	57,450 *
21	56,676 *
22	56,400 *
23	56,000 *
24	53,850 *
25	51,900 *
26	51,750 *
27	50,900 *
28	50,843 *
29	50,672 *
30	49,660 *
31	49,000 *
32	47,880 *
33	46,494 *
34	46,233 *
35	46,000 *
36	44,752 *
37	44,000 *
38	43,654 *
39	43,056 *
40	42,545 *
41	42,500 *
42	42,300 *
43	42,250 *
44	42,224 *
45	41,410 *
46	41,400 *
47	41,388 *
48	41,042 *
49	40,950 *
50	40,752 *
51	39,935 *
52	38,819 *
53	39,510 *
54	38,195 *
55	37,450 *

(Continued)

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TABLE I (Continued)

(Continued)

**BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR**

Rank	Salary
56	37,216
57	37,231
58	35,800 *
59	35,365
60	34,816 *
61	34,720
62	33,800 *
63	33,370
64	33,000 *
65	32,793
66	32,614
67	32,500 *
68	32,016
69	31,921
70	31,200 *
71	28,000
72	27,000
73	26,796
74	26,796
75	25,967
76	25,200 *

Average \*\* 52,647

Average All 48,525

Rank	Salary
26	55,000
27	54,500
28	52,563
29	52,500
30	52,008
31	51,000 *
32	50,605 *
33	50,498
34	49,005 *
35	48,400 *
36	47,000
37	41,868
38	41,860
39	40,514
40	40,008 *
41	39,450 *
42	38,517 *
43	38,390 *
44	38,325
45	36,372
46	36,184 *
47	35,693
48	32,191 *
49	28,350
50	26,990 *
51	23,167

Average \*\* 57,440

Average All 55,123

Rank	Salary
27	57,312
28	56,700 *
29	56,116 *
30	55,000 *
31	54,948
32	54,433 *
33	54,400 *
34	54,144 *
35	54,066 *
36	54,000
37	53,807 *
38	53,372 *
39	53,258
40	52,904 *
41	52,872 *
42	52,250
43	52,196 *
44	52,162 *
45	52,162 *
46	51,880
47	51,400 *
48	51,395
49	51,322 *
50	51,096
51	50,670 *
52	50,136
53	49,920 *
54	49,410 *
55	49,388
56	49,336
57	49,200 *
58	49,008 *
59	48,865 *
60	48,600 *
61	48,600 *
62	48,500 *
63	48,500 *
64	48,488
65	48,400 *
66	48,300
67	48,250
68	47,943
69	47,900 *
70	47,272
71	46,908 *
72	46,725 *
73	46,691 *
74	46,452 *
75	46,310 *
76	46,110
77	45,890 *
78	45,490 *
79	45,285
80	45,150
81	( 45,000 )
82	45,000
83	44,880 *
84	44,800

(Continued)

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	85,700 *
2	79,104
3	( 77,970 ) *
4	77,910 *
5	76,704
6	76,000
7	75,583
8	72,800
9	72,190 *
10	( 71,962 ) *
11	71,800 *
12	71,537 *
13	69,801 *
14	69,300 *
15	68,004 *
16	67,000 *
17	62,988 *
18	60,527 *
19	59,500 *
20	58,803 *
21	( 58,000 )
22	57,875
23	57,141 *
24	56,700
25	55,440 *

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	71,978 *
2	71,175 *
3	69,095 *
4	68,000 *
5	67,200 *
6	66,900 *
7	66,000 *
8	65,300 *
9	64,827 *
10	63,630 *
11	62,885 *
12	62,800 *
13	62,600 *
14	62,475 *
15	61,725 *
16	61,197 *
17	60,500 *
18	59,352 *
19	59,200 *
20	58,774
21	58,396 *
22	58,000 *
23	( 58,000 )
24	57,946 *
25	57,800
26	57,780

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING

Rank	Salary
85	44,520 *
86	44,500 *
87	44,245
88	44,000
89	43,860
90	43,660
91	43,350
92	43,056
93	43,000
94	42,783
95	42,630 *
96	( 42,120 )
97	42,120
98	42,050 *
99	42,022 *
100	42,000 *
101	41,484
102	41,293 *
103	41,250 *
104	40,872
105	40,650 *
106	40,080 *
107	40,000
108	40,000
109	39,935
110	39,876 *
111	39,071
112	38,610
113	38,326
114	38,069
115	37,809 *
116	37,164 *
117	37,128 *
118	37,128
119	36,999 *
120	36,750
121	36,744
122	36,573
123	36,296
124	35,380
125	34,893
126	34,056 *
127	32,875 *
128	31,470
129	31,000
130	30,557
131	30,202
132	28,232
133	27,905
134	27,552 *
135	24,754

Average \*\*\* 51,527

Average All 48,037

BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR

Rank	Salary
1	52,600 *
2	78,928 *
3	74,500 *
4	72,276
5	72,250 *
6	71,500 *
7	70,800 *
8	70,500 *
9	68,171 *
10	65,091
11	65,000 *
12	65,000 *
13	64,785 *
14	64,500
15	63,500 *
16	62,500
17	62,374 *
18	62,348
19	61,790 *
20	61,480 *
21	60,795 *
22	60,600 *
23	60,000 *
24	58,888 *
25	58,662 *
26	( 58,000 )
27	57,600 *
28	57,432 *
29	57,300 *
30	57,000 *
31	55,650 *
32	55,600 *
33	55,385 *
34	54,541
35	54,516
36	54,228
37	51,769
38	51,288
39	51,271 *
40	51,000
41	50,385 *
42	50,000
43	49,896 *
44	49,220
45	49,200 *
46	48,800 *
47	48,800
48	48,300 *
49	48,300
50	48,200 *
51	48,200
52	48,157 *
53	47,632 *
54	47,557
55	46,992 *

Rank	Salary
56	46,700 *
57	46,674 *
58	46,493 *
59	46,250
60	46,250 *
61	46,217 *
62	46,000
63	46,000 *
64	45,203 *
65	45,150
66	45,000 *
67	44,647 *
68	44,626
69	44,500
70	44,496
71	44,000 *
72	43,532 *
73	43,184
74	43,160 *
75	42,050 *
76	41,999
77	41,940 *
78	40,980 *
79	40,884 *
80	40,476
81	40,000
82	39,858
83	39,756 *
84	39,468 *
85	39,416
86	39,349 *
87	38,940
88	37,716 *
89	37,500
90	37,498
91	37,280
92	35,560 *
93	34,840
94	34,205 *
95	34,152
96	34,070
97	33,320
98	33,000
99	32,004
100	31,750 *
101	31,000 *
102	29,750
103	27,786
104	27,694
105	22,594 *

Average \*\*\* 52,227

Average All 49,390

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER

Rank	Salary
1	104,200 *
2	101,000 *
3	97,100 *
4	85,996 *
5	83,781 *
6	83,300 *
7	( 81,000 ) *
8	77,910 *
9	77,300 *
10	76,457 *
11	76,333 *
12	76,000 *
13	74,900 *
14	74,000 *
15	73,077 *
16	72,804 *
17	72,446 *
18	70,874 *
19	70,319 *
20	69,874 *
21	69,570 *
22	69,336 *
23	69,200 *
24	68,262 *
25	68,040 *
26	67,800 *
27	66,150 *
28	65,500 *
29	64,400 *
30	63,710 *
31	63,700 *
32	63,652 *
33	63,636 *
34	63,300 *
35	62,888 *
36	62,208 *
37	62,040 *
38	62,004 *
39	61,250 *
40	60,384 *
41	60,000 *
42	60,000 *
43	59,740 *
44	59,664 *
45	59,600 *
46	59,520 *
47	59,500 *
48	59,388 *
49	58,087 *
50	58,000 *
51	( 58,000 ) *
52	57,924 *
53	57,450 *
54	57,444 *
55	56,975 *
56	56,750 *
57	56,000 *
58	55,890 *
59	55,850 *
60	55,849 *

Rank	Salary
61	55,452 *
62	55,416 *
63	55,116 *
64	55,020 *
65	55,000 *
66	54,689 *
67	54,000 *
68	54,000 *
69	53,464 *
70	53,150 *
71	52,910 *
72	52,840 *
73	52,600 *
74	52,410 *
75	51,999 *
76	51,110 *
77	51,060 *
78	50,400 *
79	50,000 *
80	49,140 *
81	47,138 *
82	( 46,767 ) *
83	46,592 *
84	46,452 *
85	46,289 *
86	( 46,200 ) *
87	46,176 *
88	46,100 *
89	46,010 *
90	45,824 *
91	45,573 *
92	45,536 *
93	44,616 *
94	44,500 *
95	44,300 *
96	43,946 *
97	43,500 *
98	43,480 *
99	42,840 *
100	42,836 *
101	42,750 *
102	41,790 *
103	41,538 *
104	41,319 *
105	41,208 *
106	39,732 *
107	38,620 *
108	38,100 *
109	36,550 *
110	36,182 *
111	35,350 *
112	34,709 *
113	24,067 *
114	20,099 *
Average ***	
	60,198
Average All	
	57,314

BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL

Rank	Salary
1	73,680 *
2	63,900 *
3	61,708 *
4	60,200 *
5	59,522 *
6	( 58,000 ) *
7	57,367 *
8	( 56,268 ) *
9	54,975 *
10	54,207 *
11	53,563 *
12	53,000 *
13	53,000 *
14	52,724 *
15	51,850 *
16	( 50,796 ) *
17	50,616 *
18	50,592 *
19	50,200 *
20	49,500 *
21	49,166 *
22	49,100 *
23	48,644 *
24	47,250 *
25	47,046 *
26	47,035 *
27	46,860 *
28	46,500 *
29	( 46,200 ) *
30	46,115 *
31	45,345 *
32	44,867 *
33	44,363 *
34	44,325 *
35	44,250 *
36	44,200 *
37	43,821 *
38	43,654 *
39	43,550 *
40	43,000 *
41	42,590 *
42	42,500 *
43	42,300 *
44	42,216 *
45	42,000 *
46	41,748 *
47	41,223 *
48	41,200 *
49	41,100 *
50	40,535 *
51	40,000 *
52	39,690 *
53	39,452 *
54	39,251 *
55	39,060 *

(Continued)

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL

Rank	Salary
56	38,676
57	38,176
58	37,918 *
59	37,602
60	37,500 *
61	37,500
62	36,250
63	36,096 *
64	36,000 *
65	35,360
66	35,300
67	34,960
68	34,934 *
69	34,716
70	34,440
71	34,072
72	33,949
73	33,899
74	33,774
75	33,405 *
76	32,600 *
77	32,460
78	32,088 *
79	31,959 *
80	31,910
81	31,661
82	31,572
83	31,500
84	31,361
85	30,500
86	30,432 *
87	29,800 *
88	29,230
89	29,088 *
90	28,976
91	28,500 *
92	28,500 *
93	28,123 *
94	27,965 *
95	27,400 *
96	27,329 *
97	27,012 *
98	27,000
99	26,520
100	26,213
101	25,920
102	25,850
103	25,248 *
104	24,830
105	23,920
106	23,539
107	19,992

Average \*\*\* 42,606

Average All 39,900

BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

Rank	Salary
1	105,700 *
2	102,600 *
3	96,000 *
4	86,927
5	86,300 *
6	84,000 *
7	82,300
8	81,000 *
9	79,032 *
10	79,000 *
11	76,000
12	76,000 *
13	75,696
14	75,000 *
15	75,000 *
16	74,200 *
17	73,642 *
18	73,307 *
19	73,091 *
20	72,420 *
21	72,219
22	69,801 *
23	69,492
24	69,300
25	67,747
26	67,700 *
27	67,000 *
28	66,250 *
29	66,100 *
30	65,934 *
31	65,300 *
32	65,031 *
33	65,000 *
34	65,000 *
35	64,507 *
36	64,440
37	( 64,293 ) *
38	63,000 *
39	62,900 *
40	62,850
41	62,840
42	62,800 *
43	62,700
44	62,291 *
45	61,403
46	61,300 *
47	61,000
48	61,000
49	60,000 *
50	59,850 *
51	59,700 *
52	59,550
53	59,115 *
54	58,800 *
55	58,700
56	58,644 *
57	58,400
58	58,140
59	58,000 *
60	58,000

Rank

Salary

61	57,918 *
62	57,462 *
63	56,587
64	( 56,268 )
65	56,084
66	56,000 *
67	55,125 *
68	55,020 *
69	55,000 *
70	54,944
71	54,814 *
72	54,392 *
73	54,264 *
74	54,200
75	54,080 *
76	54,000
77	54,000
78	53,900
79	53,000 *
80	52,900
81	52,728
82	52,350
83	52,056 *
84	52,000
85	52,000 *
86	52,000
87	52,000 *
88	51,408
89	51,331 *
90	51,304 *
91	51,000 *
92	( 50,796 )
93	50,400
94	50,004
95	49,700 *
96	49,696 *
97	49,350
98	49,200 *
99	48,878 *
100	( 48,700 )
101	47,962 *
102	47,680 *
103	47,578
104	47,200
105	46,767
106	46,300
107	45,840
108	45,500 *
109	45,352 *
110	45,040
111	( 45,000 )
112	( 45,000 )
113	45,000
114	44,722
115	44,508
116	44,340
117	44,304 *
118	44,000

(Continued)

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TABLE I (Continued)

(Continued)

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
119	43,368 *
120	( 42,120 )
121	42,037 *
122	41,808
123	41,475 *
124	40,350
125	39,579
126	39,136 *
127	38,820 *
128	35,402
129	33,472 *
130	31,500
131	30,002
132	25,594

Average \*\*\* 61,183

Average All 57,704

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	129,322 *
2	120,200 *
3	104,250
4	102,000 *
5	101,000 *
6	100,000 *
7	98,880 *
8	98,700 *
9	97,801 *
10	96,200 *
11	96,200 *
12	96,000 *
13	94,531 *
14	94,250 *
15	93,800 *
16	93,720
17	93,500 *
18	93,200 *
19	91,800
20	91,000
21	91,000 *
22	90,700 *
23	90,113 *
24	90,015 *
25	90,000 *
26	89,640 *
27	89,100 *
28	( 88,620 )
29	88,000 *
30	87,397
31	87,360 *
32	87,100 *

Rank	Salary
33	87,000 *
34	87,000
35	87,000 *
36	86,130 *
37	85,810
38	85,728 *
39	85,300 *
40	85,008 *
41	85,000 *
42	85,000 *
43	85,000 *
44	84,968 *
45	84,636 *
46	84,000
47	84,000 *
48	83,489 *
49	83,200 *
50	83,000 *
51	82,925
52	82,680
53	82,512 *
54	82,430
55	82,000 *
56	81,855
57	81,852 *
58	81,700
59	81,675 *
60	81,000
61	81,000 *
62	80,000
63	80,000
64	79,560
65	79,356
66	79,134 *
67	79,000
68	79,000 *
69	78,780 *
70	78,383
71	78,000 *
72	78,000 *
73	76,650
74	75,200 *
75	75,164 *
76	74,337 *
77	74,250
78	74,023
79	73,700
80	73,503
81	73,300
82	72,829
83	72,760 *
84	72,500
85	72,420 *
86	72,283
87	71,350
88	71,060
89	71,000 *
90	71,000 *
91	70,308 *
92	70,283 *
93	70,000 *
94	70,000 *
95	69,800 *
96	69,615

Rank	Salary
97	69,444
98	68,730 *
99	68,516
100	68,500 *
101	68,005
102	68,000
103	68,000
104	67,500
105	67,100 *
106	67,100
107	67,000
108	67,000 *
109	66,999
110	66,700 *
111	66,591
112	65,000 *
113	64,608 *
114	63,336
115	63,283 *
116	61,600 *
117	61,048
118	60,000 *
119	58,348
120	58,240
121	58,000
122	56,860
123	48,400
124	47,320

Average \*\*\* 83,245

Average All 79,646

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS

Rank	Salary
1	97,500 *
2	( 88,620)
3	88,600 *
4	87,000 *
5	84,238
6	79,032
7	78,954
8	78,150
9	77,708
10	75,628
11	74,000 *
12	71,000 *
13	70,000 *
14	69,550 *
15	68,795 *
16	68,000
17	66,303 *
18	66,222 *
19	66,000 *
20	65,984
21	64,200 *
22	64,200 *
23	64,000 *
24	63,500 *
25	63,180
26	63,100 *
27	62,880 *
28	61,793 *
29	61,050 *
30	60,547 *
31	60,000 *
32	60,000
33	59,500 *
34	59,400
35	58,302
36	58,200 *
37	58,000 *
38	57,768
39	57,512 *
40	57,499 *
41	56,760 *
42	56,700 *
43	56,004
44	55,520
45	55,392
46	55,110 *
47	54,920
48	54,792 *
49	54,000
50	53,487
51	53,352 *
52	53,105
53	53,040
54	52,638 *
55	52,000
56	51,460 *
57	50,000 *
58	50,000
59	49,342
60	49,229 *

Rank	Salary
61	49,000 *
62	48,825
63	48,425
64	48,000
65	47,959
66	47,097
67	46,725
68	46,704 *
69	46,280 *
70	46,250 *
71	46,040 *
72	45,403 *
73	44,400 *
74	44,387 *
75	44,108
76	44,052 *
77	43,850
78	43,610
79	42,640
80	39,011 *
81	36,972
82	36,100

Average \*\*\* 59,389

Average All 58,398

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

Rank	Salary
1	91,400
2	90,000 *
3	88,000 *
4	76,800 *
5	75,000
6	70,658 *
7	70,222 *
8	69,072 *
9	68,797 *
10	68,549 *
11	67,703 *
12	59,781
13	59,499 *
14	59,367
15	59,364 *
16	59,000
17	58,116 *
18	54,441 *
19	54,100 *
20	53,655 *
21	53,124
22	53,079
23	51,579 *
24	51,250 *
25	51,160 *
26	51,152
27	50,608 *
28	50,540 *
29	49,967 *
30	49,000

Rank	Salary
31	48,504
32	48,300 *
33	46,800 *
34	46,249 *
35	46,200 *
36	46,000 *
37	45,648
38	45,426 *
39	44,847 *
40	44,312 *
41	42,800 *
42	42,000 *
43	41,841
44	41,670 *
45	41,184 *
46	40,500 *
47	40,494
48	39,405 *
49	38,325
50	38,050 *
51	38,016 *
52	37,730 *
53	37,197
54	35,498 *
55	35,330 *
56	34,622 *
57	34,300 *
58	33,262
59	32,484 *
60	31,208
61	30,557
62	30,157
63	30,000 *
64	29,294
65	27,920 *
66	27,312 *
67	26,634
68	26,410
69	22,823
70	22,284
71	21,161
72	18,200

Average \*\*\* 50,023

Average All 47,136

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

Rank	Salary	Rank	Salary	Rank	Salary
1	85,482 *	61	55,500 *	115	41,500 *
2	( 77,900) *	62	55,238 *	116	40,425 *
3	77,500 *	63	54,600 *	117	40,265 *
4	76,850 *	64	54,599 *	118	( 39,900) *
5	72,735 *	65	54,400 *	119	39,354 *
6	( 71,820) *	66	54,080 *	120	38,570 *
7	71,024 *	67	53,800 *	121	37,960 *
8	70,744 *	68	53,500 *	122	37,221 *
9	70,269 *	69	53,400 *	123	36,782 *
10	69,828 *	70	53,124 *	124	36,400 *
11	69,825 *	71	53,100 *	125	35,644 *
12	69,000 *	72	53,000 *	126	34,980 *
13	( 68,958) *	73	52,960 *	127	34,965 *
14	68,500 *	74	52,211 *	128	34,839 *
15	68,400 *	75	52,210 *	129	34,203 *
16	67,410 *	76	52,130 *	130	33,050 *
17	( 67,200) *	77	( 52,000) *	131	31,558 *
18	67,000 *	78	51,896 *	132	31,380 *
19	66,692 *	79	51,732 *	133	29,640 *
20	66,150 *	80	51,607 *	134	28,242 *
21	66,000 *	81	51,590 *	135	27,733 *
22	65,808 *	82	( 51,555) *	136	27,084 *
23	65,604 *	83	51,537 *		
24	65,500 *	84	51,323 *	Average ***	56,400
25	65,300 *	85	50,625 *	Average All	53,616
26	64,809 *	86	50,614 *		
27	64,248 *	87	50,500 *		
28	64,000 *	88	50,250 *		
29	63,288 *	89	50,000 *		
30	63,176 *	90	50,000 *		
31	62,694 *	91	49,763 *		
32	62,500 *	92	49,450 *		
33	62,500 *	93	48,950 *		
34	62,449 *	94	47,928 *		
35	62,160 *	95	47,507 *		
36	61,500 *	96	47,250 *		
37	( 61,405) *	97	47,209 *		
38	( 61,400) *	98	47,200 *		
39	60,974 *	99	47,130 *		
40	60,947 *	100	46,769 *		
41	60,760 *	101	( 46,005) *		
42	60,631 *	102	46,000 *		
43	60,349 *	103	46,000 *		
44	60,000 *	104	45,432 *		
45	60,000 *	105	44,000 *		
46	( 60,000) *	106	43,841 *		
47	59,500 *	107	43,500 *		
48	59,051 *	108	43,100 *		
49	58,330 *	109	42,879 *		
50	58,154 *	110	42,772 *		
51	58,008 *	111	42,764 *		
52	58,000 *	112	42,300 *		
53	( 57,996) *	113	42,200 *		
54	57,835 *	114	41,664 *		
55	57,498 *				
56	56,368 *				
57	56,000 *				
58	55,981 *				
59	55,911 *				
60	( 55,757) *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

Rank	Salary	Rank	Salary	Rank	Salary
1	78,800 *	61	54,588 *	115	42,952 *
2	( 77,900) *	62	54,407 *	116	42,864 *
3	77,800 *	63	54,200 *	117	42,600 *
4	77,561 *	64	53,950 *	118	42,434 *
5	74,511 *	65	53,900 *	119	41,671 *
6	( 71,820) *	66	53,517 *	120	41,600 *
7	71,035 *	67	53,500 *	121	41,600 *
8	70,989 *	68	53,000 *	122	41,331 *
9	69,215 *	69	52,386 *	123	40,300 *
10	67,920 *	70	52,200 *	124	( 39,900) *
11	67,800 *	71	52,140 *	125	38,004 *
12	( 67,200) *	72	52,067 *	126	37,832 *
13	66,800 *	73	51,770 *	127	37,682 *
14	66,800 *	74	51,600 *	128	37,060 *
15	66,782 *	75	( 51,555) *	129	35,608 *
16	66,310 *	76	51,468 *	130	35,040 *
17	65,720 *	77	51,385 *	131	34,300 *
18	65,700 *	78	51,000 *	132	34,147 *
19	65,000 *	79	50,924 *	133	32,031 *
20	64,487 *	80	50,807 *	134	31,481 *
21	64,464 *	81	50,300 *		
22	64,270 *	82	50,100 *	Average "A"	56,262
23	64,174 *	83	50,000 *		
24	64,020 *	84	50,000 *	Average A11	53,643
25	63,333 *	85	49,585 *		
26	62,700 *	86	49,363 *		
27	62,500 *	87	49,200 *		
28	62,400 *	88	49,075 *		
29	61,686 *	89	48,880 *		
30	61,500 *	90	48,384 *		
31	( 61,405) *	91	48,276 *		
32	( 61,400) *	92	48,254 *		
33	61,150 *	93	48,114 *		
34	60,596 *	94	48,049 *		
35	60,478 *	95	48,000 *		
36	59,815 *	96	48,000 *		
37	59,200 *	97	47,956 *		
38	59,137 *	98	47,852 *		
39	58,905 *	99	47,757 *		
40	58,737 *	100	47,560 *		
41	58,443 *	101	47,290 *		
42	58,206 *	102	47,261 *		
43	58,008 *	103	47,000 *		
44	58,000 *	104	46,800 *		
45	( 57,996) *	105	46,123 *		
46	57,671 *	106	( 46,005) *		
47	57,407 *	107	45,040 *		
48	56,200 *	108	45,000 *		
49	56,173 *	109	44,982 *		
50	56,016 *	110	44,273 *		
51	55,892 *	111	44,061 *		
52	55,772 *	112	43,841 *		
53	( 55,757) *	113	43,207 *		
54	55,500 *	114	42,975 *		
55	55,120 *				
56	55,000 *				
57	55,000 *				
58	54,995 *				
59	54,960 *				
60	54,600 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

Rank	Salary	Rank	Salary	Rank	Salary
1	75,600 *	61	50,184 *	115	39,700 *
2	72,537 *	62	50,085 *	116	39,627 *
3	69,725 *	63	50,040 *	117	39,300 *
4	68,976 *	64	49,537 *	118	38,624 *
5	67,400 *	65	49,500 *	119	38,520 *
6	66,875 *	66	49,229 *	120	38,515 *
7	66,479 *	67	49,105 *	121	38,500 *
8	65,200 *	68	49,069 *	122	38,322 *
9	64,236 *	69	48,703 *	123	38,030 *
10	63,720 *	70	48,697 *	124	37,929 *
11	63,597 *	71	48,546 *	125	37,740 *
12	63,171 *	72	48,400 *	126	37,536 *
13	62,651 *	73	48,150 *	127	37,150 *
14	61,104 *	74	49,039 *	128	37,037 *
15	60,852 *	75	47,950 *	129	36,913 *
16	60,400 *	76	47,949 *	130	36,750 *
17	(60,000) *	77	47,700 *	131	36,101 *
18	59,670 *	78	47,520 *	132	35,188 *
19	59,510 *	79	47,000 *	133	34,371 *
20	59,350 *	80	46,800 *	134	33,819 *
21	59,000 *	81	46,759 *	135	33,004 *
22	58,300 *	82	46,700 *	136	33,000 *
23	58,008 *	83	46,669 *	137	32,760 *
24	58,000 *	84	46,650 *	138	31,500 *
25	58,000 *	85	46,520 *	139	31,380 *
26	57,910 *	86	46,466 *	140	31,185 *
27	57,596 *	87	46,010 *	141	29,114 *
28	57,404 *	88	46,000 *	142	29,000 *
29	57,360 *	89	45,510 *	143	28,033 *
30	57,100 *	90	45,109 *	144	27,994 *
31	56,720 *	91	45,007 *		
32	56,430 *	92	44,916 *	Average **	51,130
33	55,188 *	93	44,550 *		
34	55,100 *	94	44,497 *	Average All	48,518
35	55,000 *	95	44,361 *		
36	54,894 *	96	44,100 *		
37	54,875 *	97	44,059 *		
38	54,232 *	98	43,920 *		
39	54,192 *	99	43,560 *		
40	54,017 *	100	43,534 *		
41	53,880 *	101	43,460 *		
42	53,732 *	102	43,373 *		
43	53,654 *	103	43,200 *		
44	53,300 *	104	43,050 *		
45	53,200 *	105	43,000 *		
46	53,124 *	106	42,116 *		
47	52,930 *	107	42,016 *		
48	52,920 *	108	41,808 *		
49	52,500 *	109	41,124 *		
50	52,247 *	110	40,770 *		
51	52,067 *	111	40,728 *		
52	52,022 *	112	40,112 *		
53	52,015 *	113	40,000 *		
54	51,836 *	114	40,000 *		
55	51,800 *				
56	51,770 *				
57	51,360 *				
58	51,323 *				
59	51,108 *				
60	50,648 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

Rank	Salary	Rank	Salary	Rank	Salary
1	90,000 *	61	48,650 *	115	35,833
2	87,960 *	62	48,360 *	116	35,431
3	80,894 *	63	48,200 *	117	35,380
4	75,840 *	64	48,000	118	34,272
5	75,600 *	65	48,000	119	34,057 *
6	73,440 *	66	47,694 *	120	33,572
7	73,400	67	47,500	121	33,000
8	73,300 *	68	47,300 *	122	32,900 *
9	71,315 *	69	46,725	123	32,460
10	63,825 *	70	46,200 *	124	32,206
11	68,868	71	46,150 *	125	31,442
12	66,350 *	72	46,000 *	126	31,274
13	65,901 *	73	45,950 *	127	31,200
14	65,600 *	74	45,848	128	30,780 *
15	64,950 *	75	45,808 *	129	30,626
16	64,864	76	45,768	130	30,000
17	64,716 *	77	45,642 *	131	27,857
18	63,901	78	45,274	132	27,664
19	63,000 *	79	44,190	133	25,212 *
20	62,618	80	44,000	134	20,494
21	62,616	81	43,680 *		
22	62,250 *	82	43,654 *	Average ***	52,943
23	61,500 *	83	43,500		
24	61,300 *	84	42,697	Average All	48,889
25	61,176	85	42,488 *		
26	60,980	86	42,483		
27	60,600 *	87	42,480 *		
28	60,100	88	41,785		
29	60,000	89	41,500 *		
30	59,280 *	90	41,075		
31	59,038 *	91	41,055 *		
32	58,750 *	92	41,032		
33	58,680	93	40,920 *		
34	57,880 *	94	40,550		
35	57,851 *	95	40,416		
36	57,200 *	96	40,074		
37	56,650 *	97	40,040 *		
38	56,556	98	40,000		
39	56,380 *	99	40,000 *		
40	54,947 *	100	39,336 *		
41	54,338 *	101	39,120		
42	54,282 *	102	38,621		
43	54,150 *	103	38,592		
44	54,000 *	104	38,577		
45	53,795 *	105	37,731		
46	53,754 *	106	37,700		
47	53,604 *	107	37,500		
48	52,250 *	108	37,458 *		
49	52,019 *	109	36,958 *		
50	51,852 *	110	36,920		
51	51,471 *	111	36,750		
52	50,960 *	112	36,678 *		
53	50,926	113	36,562 *		
54	50,344 *	114	36,156 *		
55	50,000 *				
56	49,623				
57	49,608 *				
58	49,326 *				
59	48,905 *				
60	48,831 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

Rank	Salary	Rank	Salary	Rank	Salary
1	119,172 *	61	67,769	101	42,000
2	115,000 *	62	67,767 *	102	41,065
3	111,724 *	63	67,600 *	103	38,000
4	109,000 *	64	67,175 *	104	37,490
5	105,897 *	65	66,648	105	37,099
6	102,459 *	66	66,500 *	106	36,225 *
7	101,807	67	66,369 *	107	35,700
8	101,115 *	68	66,358 *	108	34,481
9	98,446 *	69	65,853 *	109	34,378 *
10	98,280 *	70	65,200 *	110	32,508
11	98,000 *	71	64,584 *	111	31,913
12	97,089 *	72	64,501	112	30,725
13	96,940 *	73	64,399	113	28,392
14	96,012 *	74	63,880 *	114	28,134
15	94,942 *	75	63,314	115	24,840
16	94,594 *	76	63,087 *		
17	93,848 *	77	63,000	Average **	75,945
18	89,820	78	62,628 *		
19	89,250 *	79	61,673	Average All	68,730
20	88,398 *	80	61,296		
21	87,549 *	81	60,300 *		
22	87,000 *	82	60,000		
23	86,790 *	83	59,000 *		
24	85,800 *	84	58,517		
25	85,170 *	85	58,000		
26	84,775	86	56,992 *		
27	83,680 *	87	54,444		
28	83,164 *	88	53,211 *		
29	79,040	89	51,771 *		
30	78,670 *	90	51,428		
31	78,520 *	91	51,073 *		
32	78,381 *	92	50,848 *		
33	78,084 *	93	50,047 *		
34	78,050 *	94	49,600		
35	77,976 *	95	49,251		
36	77,579 *	96	47,700 *		
37	77,496	97	43,920		
38	77,099	98	42,870		
39	76,782	99	42,816 *		
40	76,236 *	100	42,000		
41	75,338				
42	75,000 *				
43	74,686				
44	74,508 *				
45	74,316 *				
46	74,315 *				
47	73,886 *				
48	73,868 *				
49	72,600 *				
50	72,200 *				
51	71,675 *				
52	71,614 *				
53	70,674				
54	70,000 *				
55	69,600 *				
56	69,000 *				
57	68,931 *				
58	68,696 *				
59	68,597 *				
60	68,517				

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TABLE I (Continued)

OPERATIONS OFFICERS:  
EXECUTIVE VICE  
PRESIDENT

Rank	Salary
1	137,800 *
2	(136,500) *
3	129,000 *
4	126,000 *
5	123,203 *
6	113,000 *
7	110,158 *
8	101,720 *
9	101,382 *
10	(100,776) *
11	100,200 *
12	97,000 *
13	94,900 *
14	94,700 *
15	93,419 *
16	88,594 *
17	(87,000) *
18	69,000 *
19	60,000 *

Average \*\*\* 108,806

Average All 103,387

OPERATIONS OFFICERS:  
ADMINISTRATIVE  
VICE PRESIDENT

Rank	Salary
1	(125,000) *
2	115,500 *
3	115,000 *
4	111,300 *
5	108,000 *
6	(105,595) *
7	103,000 *
8	97,850 *
9	96,867 *
10	(96,000) *
11	94,500 *
12	94,340 *
13	93,500 *
14	92,000 *
15	90,000 *
16	90,000 *
17	89,891 *
18	(89,300) *
19	87,987 *
20	(87,000) *
21	85,300 *
22	85,000 *
23	85,000 *
24	(85,000) *
25	84,800 *
26	84,270 *
27	82,891 *
28	82,866 *
29	81,113 *

Rank	Salary
30	(80,480) *
31	78,672 *
32	78,150 *
33	(77,650) *
34	(76,824) *
35	76,330 *
36	72,963 *
37	(72,685) *
38	71,118 *
39	70,500 *
40	70,300 *
41	68,304 *
42	66,656 *
43	64,600 *
44	63,000 *
45	62,760 *
46	56,484 *

Average \*\*\* 87,897

Average All 85,790

OPERATIONS OFFICERS:  
VICE PRES FOR INSTI-  
TUTIONAL PLANNING

Rank	Salary
1	104,200 *
2	102,600 *
3	100,680 *
4	99,600 *
5	96,188 *
6	93,150 *
7	89,724 *
8	89,606 *
9	87,433 *
10	87,000 *
11	82,100 *
12	81,996 *
13	81,546 *
14	80,400 *
15	80,004 *
16	78,000 *
17	72,723 *
18	(72,685) *
19	71,907 *
20	70,924 *
21	66,300 *
22	65,000 *
23	63,200 *
24	62,403 *
25	62,217 *
26	58,800 *
27	(55,155) *

Average \*\*\* 82,646

Average All 79,835

OPERATIONS OFFICERS:  
LEGAL COUNSEL

Rank	Salary
1	100,000 *
2	95,800 *
3	92,800 *
4	92,700 *
5	92,596 *
6	92,220 *
7	91,300 *
8	90,500 *
9	90,000 *
10	89,000 *
11	88,000 *
12	88,000 *
13	87,995 *
14	(87,450) *
15	(86,940) *
16	84,800 *
17	84,000 *
18	83,149 *
19	81,252 *
20	81,200 *
21	80,304 *
22	77,400 *
23	77,000 *
24	76,884 *
25	76,850 *
26	75,600 *
27	75,433 *
28	74,290 *
29	74,200 *
30	73,700 *
31	73,164 *
32	70,000 *
33	69,850 *
34	69,500 *
35	69,277 *
36	69,000 *
37	68,224 *
38	67,817 *
39	67,500 *
40	67,315 *
41	67,047 *
42	66,700 *
43	66,449 *
44	65,000 *
45	64,000 *
46	62,700 *
47	61,982 *
48	61,950 *
49	61,173 *
50	60,481 *
51	60,000 *
52	60,000 *
53	57,091 *
54	56,304 *
55	56,292 *

(Continued)

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TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS:  
LEGAL COUNSEL

Rank	Salary
56	55,008
57	54,636 *
58	53,784 *
59	53,000
60	52,478
61	52,000
62	50,400
63	46,345
64	46,200 *
65	40,000 *
66	39,000 *

Average \*\*\* 74,472

Average All 71,258

OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT

Rank	Salary
1	100,981 *
2	98,000 *
3	( 92,200) *
4	91,500 *
5	91,000 *
6	87,500 *
7	87,300 *
8	87,158 *
9	85,000 *
10	84,450
11	84,315
12	81,900 *
13	81,750 *
14	80,600 *
15	80,000
16	79,536
17	78,825 *
18	78,400
19	77,940
20	76,426 *
21	( 75,924)
22	75,336
23	74,304 *
24	74,300 *
25	74,200 *
26	73,753 *
27	73,309 *
28	73,000
29	72,168 *
30	72,000 *
31	72,000
32	71,600 *
33	71,400 *
34	71,286 *
35	69,555

Rank	Salary
36	69,500 *
37	69,300 *
38	69,149
39	68,356
40	67,500
41	( 66,000) *
42	65,000 *
43	64,575
44	64,500 *
45	62,277 *
46	62,000 *
47	62,000
48	61,950 *
49	61,000
50	61,000
51	60,606 *
52	60,600
53	60,500
54	60,442
55	60,000
56	60,000
57	60,000
58	60,000 *
59	60,000 *
60	58,968 *
61	58,725
62	57,910 *
63	57,240
64	57,000
65	56,544 *
66	56,250 *
67	55,685 *
68	54,940 *
69	53,967
70	53,445 *
71	53,000
72	52,012 *
73	52,000 *
74	50,900
75	50,898
76	50,648 *
77	50,533 *
78	50,000 *
79	50,000 *
80	48,000 *
81	47,300
82	45,600
83	45,000 *
84	45,000 *
85	44,748 *
86	44,100 *
87	42,000

Rank	Salary
88	39,823
89	39,520
90	38,000 *
91	36,700 *
92	36,000 *
93	34,283
94	34,074
95	31,460

Average \*\*\* 65,823

Average All 63,657

OPERATIONS OFFICERS:  
VICE PRESIDENT FOR  
FACILITIES

Rank	Salary
1	103,400 *
2	99,360 *
3	95,000 *
4	88,996 *
5	88,950 *
6	88,800 *
7	88,400 *
8	86,000 *
9	85,800
10	82,430
11	76,000 *
12	73,020
13	73,000 *
14	72,000 *
15	71,880 *
16	70,200
17	68,364
18	67,990 *
19	66,150 *
20	( 66,000) *

Average \*\*\* 82,128

Average All 80,587

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TABLE I (Continued)

OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING

Rank	Salary
1	93,300 *
2	90,300 *
3	84,705 *
4	80,940 *
5	80,000 *
6	79,884 *
7	74,366 *
8	71,688 *
9	71,100 *
10	71,000
11	70,000
12	68,196
13	68,130 *
14	68,047 *
15	67,529 *
16	65,000 *
17	65,000 *
18	64,480
19	64,140
20	63,500
21	63,264
22	63,164 *
23	63,072 *
24	62,954
25	62,850
26	( 62,690 )
27	62,300 *
28	62,000 *
29	61,732
30	60,500 *
31	60,000
32	58,920
33	58,211
34	58,000 *
35	57,713 *
36	57,500 *
37	57,000 *
38	56,000 *
39	55,783 *
40	55,400 *
41	54,400
42	54,295
43	54,030 *
44	53,760 *
45	52,500
46	52,175 *
47	52,000 *
48	51,588 *
49	50,863 *
50	50,000
51	50,000 *
52	48,000
53	47,868
54	47,862 *
55	47,814 *
56	45,611
57	45,531 *
58	43,050
59	42,640
60	41,880 *

Rank	Salary
61	41,781
62	41,080 *
63	39,528 *
64	39,508
65	36,461 *
66	33,900 *
67	33,407

Average \*\*\* 60,169

Average All 58,387

OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT

Rank	Salary
1	93,500 *
2	87,400 *
3	86,250
4	84,800 *
5	84,700 *
6	83,500 *
7	83,005 *
8	80,839
9	80,388 *
10	80,200 *
11	80,037 *
12	79,125 *
13	78,975 *
14	77,546
15	77,400 *
16	76,118 *
17	75,000 *
18	74,507 *
19	74,100 *
20	74,000
21	73,250 *
22	73,131 *
23	73,100 *
24	72,800 *
25	71,880 *
26	70,473 *
27	70,298 *
28	69,500 *
29	69,000 *
30	68,850 *
31	68,800 *
32	68,601 *
33	68,600 *
34	68,500 *
35	68,000 *
36	67,600 *
37	67,536
38	67,427 *
39	67,129 *
40	66,444 *
41	66,319 *
42	66,200
43	66,000 *
44	( 66,000 ) *
45	65,424

Rank	Salary
46	65,150
47	65,115
48	65,112
49	64,800
50	64,656
51	64,422 *
52	64,400
53	64,276
54	64,000 *
55	63,400
56	63,252 *
57	63,000 *
58	63,000 *
59	63,000
60	62,700
61	( 62,690 )
62	62,504
63	62,340 *
64	62,082 *
65	62,000
66	61,900
67	61,491
68	61,425 *
69	61,250
70	61,000 *
71	60,540 *
72	60,228 *
73	60,100
74	60,000
75	59,888
76	59,676
77	59,500 *
78	59,336
79	59,280
80	59,000
81	58,800 *
82	58,800
83	58,428
84	58,308
85	58,268
86	58,000
87	57,550 *
88	57,300
89	57,156
90	57,000 *
91	57,000
92	57,000 *
93	56,700 *
94	56,391 *
95	56,000 *
96	55,651
97	55,313
98	55,161 *
99	54,810
100	54,379 *
101	54,320 *
102	54,250 *
103	54,224 *
104	53,900 *

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TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT

Rank	Salary
105	53,808
106	53,568
107	53,400 *
108	53,300 *
109	53,195
110	52,987
111	52,728 *
112	52,671 *
113	52,000
114	51,979 *
115	50,736
116	50,440
117	50,410 *
118	50,400
119	50,400 *
120	49,000
121	48,451
122	48,268 *
123	48,156 *
124	47,658
125	47,400
126	47,171
127	45,300
128	45,219
129	44,978 *
130	44,257 *
131	44,129 *
132	43,689
133	42,300 *
134	41,837
135	40,705
136	38,616 *
137	36,627
138	36,337
139	31,516

Average \*\*\* 64,422

Average All 61,274

OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY

Rank	Salary
1	86,500 *
2	74,331
3	72,200
4	70,500 *
5	70,200 *
6	70,041 *
7	69,503 *
8	68,400 *
9	68,000
10	67,391

Rank	Salary
11	66,022 *
12	65,872 *
13	65,460
14	65,000 *
15	65,000 *
16	63,975 *
17	63,312
18	62,000 *
19	61,772 *
20	61,772 *
21	61,368 *
22	61,083 *
23	60,500
24	60,000 *
25	58,686 *
26	58,300 *
27	58,150
28	57,700 *
29	57,200 *
30	56,500 *
31	56,200 *
32	56,160 *
33	56,000 *
34	55,262 *
35	55,125 *
36	55,048 *
37	55,000
38	54,888 *
39	54,704 *
40	54,405
41	54,000 *
42	53,600 *
43	53,568 *
44	53,059 *
45	53,000 *
46	52,620
47	52,525
48	52,000 *
49	51,450 *
50	51,450
51	50,800 *
52	50,300
53	50,004 *
54	50,000
55	50,000 *
56	49,896 *
57	49,800 *
58	49,304
59	49,150
60	49,003 *
61	48,732 *
62	48,398
63	48,104
64	47,900
65	47,803 *
66	47,570 *
67	47,468
68	47,400
69	47,000 *
70	46,800
71	46,749 *
72	46,560 *
73	46,348
74	46,322

Rank	Salary
75	46,000 *
76	45,432
77	45,336
78	45,224 *
79	45,069
80	45,000
81	44,892 *
82	44,890 *
83	44,075 *
84	43,680 *
85	43,200 *
86	43,000
87	41,809
88	41,507
89	41,300 *
90	41,186 *
91	40,400 *
92	40,235 *
93	39,935
94	39,600 *
95	39,375
96	39,000
97	38,976 *
98	38,700
99	37,842
100	37,649
101	37,599
102	37,459 *
103	37,164 *
104	36,750
105	36,600
106	36,150
107	35,760
108	35,475 *
109	35,277
110	34,920
111	34,815 *
112	33,532
113	33,280
114	33,006
115	32,251 *
116	31,920
117	30,426 *
118	29,800 *
119	29,286
120	27,040
121	26,434 *
122	26,150 *
123	25,105 *
124	24,956

Average \*\*\* 51,168

Average All 48,893

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT

Rank	Salary
1	(119,450)*
2	111,051
3	109,700 *
4	(104,000)*
5	103,000 *
6	95,757 *
7	95,580 *
8	95,000 *
9	( 93,960)*
10	93,557 *
11	90,800 *
12	90,100 *
13	90,000
14	90,000
15	( 89,750)*
16	89,600
17	88,500 *
18	88,620 *
19	88,552 *
20	87,414 *
21	87,349 *
22	86,820
23	86,000
24	84,000
25	82,891
26	82,539
27	81,800
28	81,710 *
29	81,122 *
30	80,000
31	80,000
32	80,000 *
33	78,375
34	77,880 *
35	76,500
36	( 76,140)
37	74,400 *
38	74,250
39	74,000 *
40	73,300
41	73,080
42	72,048 *
43	( 72,000)*
44	72,000
45	70,057
46	69,615
47	68,000
48	68,000
49	66,600
50	66,340
51	( 65,000)*
52	63,469 *
53	63,000
54	( 62,424)
55	62,346 *

Rank	Salary
56	61,360
57	58,000
58	55,000
59	42,667

Average \*\*\* 86,645

Average All 80,432

PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS/INFORMATION

Rank	Salary
1	(104,000)*
2	(104,000)*
3	99,000 *
4	94,744 *
5	( 93,960)*
6	( 92,200)*
7	90,613 *
8	90,000 *
9	89,508 *
10	86,000 *
11	85,380 *
12	85,300 *
13	85,000 *
14	83,782 *
15	( 81,500)
16	78,000 *
17	75,750 *
18	74,610
19	73,760
20	73,500 *
21	71,700 *
22	71,500
23	70,989 *
24	70,900 *
25	67,000 *
26	( 62,424)
27	60,357 *
28	60,000
29	55,550 *
30	51,516 *

Average \*\*\* 81,615

Average All 79,418

PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION

Rank	Salary
1	95,000 *
2	83,520
3	82,999
4	82,430
5	78,000 *

Rank	Salary
6	77,700 *
7	77,382 *
8	76,300 *
9	71,976
10	71,300 *
11	69,585 *
12	68,000 *
13	67,626
14	( 67,100)
15	66,100
16	66,000 *
17	64,900
18	64,896 *
19	64,000 *
20	63,600 *
21	63,000 *
22	63,000 *
23	62,400 *
24	62,381 *
25	62,139
26	62,000
27	60,500 *
28	60,200 *
29	60,100 *
30	60,000 *
31	59,700
32	59,407
33	59,000 *
34	58,200 *
35	57,716 *
36	56,601 *
37	56,263 *
38	56,170 *
39	56,100 *
40	56,000 *
41	56,000 *
42	56,000 *
43	56,000 *
44	55,507 *
45	54,581
46	54,000 *
47	52,800
48	52,800
49	52,682 *
50	52,436
51	52,300
52	52,237
53	52,000 *
54	51,896 *
55	50,996
56	50,509
57	50,400 *
58	50,358
59	50,280
60	50,004 *
61	50,000
62	50,000 *
63	49,951 *

(Continued)

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TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION

Rank	Salary
64	49,920 *
65	49,440 *
66	49,217 *
67	49,000 *
68	49,000 *
69	49,000 *
70	48,883
71	48,810 *
72	48,800
73	47,841 *
74	47,500 *
75	47,500
76	47,323
77	46,826
78	46,286
79	46,200
80	46,074 *
81	46,000
82	45,860
83	45,765
84	45,675
85	45,611
86	45,011
87	43,760
88	43,595
89	43,000
90	43,000 *
91	42,993
92	42,629
93	41,704 *
94	41,445 *
95	38,850
96	38,736 *
97	38,361
98	38,328
99	38,004
100	38,000
101	37,884
102	37,536
103	36,750
104	36,704
105	36,414 *
106	36,180
107	35,430 *
108	35,257
109	32,322 *
110	29,120
111	26,953
112	26,624

Average \*\*\* 56,391

Average All 52,894

PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR  
LEGISLATIVE RELATIONS

Rank	Salary
1	113,724 *
2	90,000 *
3	82,500 *
4	80,000 *
5	79,361
6	73,000 *
7	72,500 *
8	( 65,000) *
Average *** 82,389	
Average All 82,011	

PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS

Rank	Salary
1	92,640 *
2	( 86,940)
3	75,926 *
4	( 75,924)
5	75,000 *
6	73,500
7	73,000
8	72,500 *
9	71,550
10	71,000
11	70,000
12	69,863 *
13	69,570
14	69,300 *
15	67,600 *
16	67,600 *
17	66,000
18	64,776 *
19	64,200 *
20	64,008 *
21	63,800
22	62,300 *
23	60,700 *
24	60,375 *
25	59,500 *

Rank	Salary
26	59,122 *
27	57,490
28	53,230
29	52,524 *
30	52,249 *
31	52,115 *
32	51,000 *
33	51,000 *
34	50,500
35	48,509
36	48,432 *
37	48,204 *
38	47,783 *
39	46,800
40	42,772 *
41	36,294 *
42	36,000 *

Average \*\*\* 59,399

Average All 61,467

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR  
DEVELOPMENT

Rank	Salary
1	144,229 *
2	110,200 *
3	110,000 *
4	(104,000) *
5	100,000 *
6	99,000 *
7	98,300 *
8	98,000 *
9	97,800 *
10	94,710 *
11	90,100 *
12	89,775 *
13	(89,750) *
14	89,000 *
15	88,195 *
16	(87,080) *
17	86,500 *
18	85,780 *
19	83,500 *
20	83,500 *
21	83,076 *
22	82,700 *
23	82,000 *
24	(81,500) *
25	79,000 *
26	78,000 *
27	(77,804) *
28	75,500 *
29	74,025 *
30	(72,000) *
31	71,899 *
32	68,075 *
33	63,000 *
34	63,000 *

Average \*\*\* 89,885

Average All 87,677

PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	102,823 *
2	90,000 *
3	89,708 *
4	88,500 *
5	85,085 *
6	83,250 *
7	(80,855) *
8	80,500 *
9	76,000 *
10	74,500 *
11	74,000 *
12	74,000 *
13	73,500 *
14	72,336 *

Rank	Salary
15	72,120 *
16	71,065 *
17	70,200 *
18	69,365 *
19	69,015 *
20	67,449 *
21	66,420 *
22	66,073 *
23	65,214 *
24	65,000 *
25	64,000 *
26	63,600 *
27	63,000 *
28	62,996 *
29	62,000 *
30	61,880 *
31	61,569 *
32	61,554 *
33	60,504 *
34	60,012 *
35	60,000 *
36	59,148 *
37	59,000 *
38	59,000 *
39	58,040 *
40	57,304 *
41	55,561 *
42	55,151 *
43	55,000 *
44	53,244 *
45	52,250 *
46	51,750 *
47	51,495 *
48	50,448 *
49	50,000 *
50	50,000 *
51	50,000 *
52	49,600 *
53	48,758 *
54	48,300 *
55	48,000 *
56	47,172 *
57	46,240 *
58	46,000 *
59	45,342 *
60	44,720 *
61	43,680 *
62	42,631 *
63	(40,032) *
64	40,000 *
65	38,736 *
66	38,538 *
67	38,500 *
68	36,750 *
69	36,000 *
70	35,000 *
71	35,000 *
72	35,000 *
73	34,635 *

Average \*\*\* 62,951

Average All 58,824

PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES

Rank	Salary
1	101,000 *
2	100,100 *
3	87,000 *
4	85,500 *
5	(80,855) *
6	74,200 *
7	72,450 *
8	70,560 *
9	70,000 *
10	69,111 *
11	68,562 *
12	68,520 *
13	68,181 *
14	67,500 *
15	65,240 *
16	65,199 *
17	64,621 *
18	63,000 *
19	62,970 *
20	62,692 *
21	61,488 *
22	60,757 *
23	60,560 *
24	60,103 *
25	60,000 *
26	59,000 *
27	58,272 *
28	58,000 *
29	58,000 *
30	57,720 *
31	57,285 *
32	55,650 *
33	55,198 *
34	55,000 *
35	54,000 *
36	54,000 *
37	53,640 *
38	53,004 *
39	53,000 *
40	52,800 *
41	52,776 *
42	52,200 *
43	51,350 *
44	51,230 *
45	50,943 *
46	50,800 *
47	50,556 *
48	50,500 *
49	50,000 *
50	49,800 *
51	49,500 *
52	49,400 *
53	48,854 *
54	48,837 *
55	48,500 *

(Continued)

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TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES

Rank	Salary
56	47,250
57	46,200
58	46,072 *
59	46,016
60	45,675
61	45,291 *
62	45,005
63	44,520 *
64	44,245
65	43,955 *
66	43,200
67	43,084
68	42,945 *
69	42,736
70	41,808
71	41,475
72	41,200 *
73	40,872 *
74	40,436
75	40,394 *
76	40,333
77	40,000
78	40,000 *
79	40,000 *
80	40,000
81	39,663
82	39,520
83	39,190
84	38,500
85	38,500
86	38,124 *
87	37,867
88	37,788 *
89	37,094 *
90	36,750
91	36,430 *
92	36,429
93	36,400
94	36,364
95	36,180
96	36,180
97	35,381
98	35,000
99	34,884 *
100	34,512
101	34,320
102	34,132
103	33,845
104	33,530
105	32,256
106	31,952
107	31,525

Rank	Salary
108	30,594
109	28,090
110	27,120
111	24,650 *

Average \*\*\* 56,209

Average All 49,689

PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION

Rank	Salary
1	(113,900) *
2	104,600 *
3	104,182 *
4	101,000 *
5	98,800 *
6	94,800 *
7	92,000 *
8	90,000 *
9	88,700 *
10	88,257 *
11	87,393 *
12	86,915 *
13	86,500 *
14	85,764 *
15	82,480 *
16	80,000 *
17	79,997 *
18	76,000 *
19	75,200 *
20	74,520 *
21	73,920 *
22	73,600 *
23	72,428 *
24	70,764 *
25	70,000 *
26	67,764 *
27	64,958 *
28	62,990 *
29	59,590 *
30	58,204 *
31	55,000
32	55,000 *
33	53,550
34	53,415 *
35	41,828
36	38,000 *
37	35,528
38	32,425

Average \*\*\* 79,141

Average All 74,420

RESEARCH OFFICERS:  
VICE PRESIDENT FOR  
RESEARCH

Rank	Salary
1	121,800 *
2	116,700 *
3	114,415 *
4	112,300 *
5	112,000 *
6	105,000 *
7	102,000
8	100,000 *
9	99,361 *
10	97,760 *
11	96,500 *
12	95,000
13	93,000 *
14	92,508 *
15	92,383 *
16	91,750 *
17	90,000
18	90,000 *
19	89,864 *
20	89,403 *
21	88,300 *
22	86,400 *
23	85,367 *
24	85,000
25	84,500 *
26	84,200 *
27	83,520 *
28	83,000
29	82,800
30	82,500
31	81,920 *
32	81,000 *
33	80,000 *
34	79,000 *
35	77,460 *
36	76,656
37	74,500 *
38	73,000 *
39	72,474
40	71,508
41	70,000
42	39,689
43	60,000

Average \*\*\* 92,569

Average All 88,710

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TABLE I (Continued)

RESEARCH OFFICERS:  
VICE PRES FOR RESEARCH  
AND GRADUATE DEAN

Rank	Salary
1	111,400 *
2	109,293 *
3	108,160 *
4	107,600 *
5	105,840 *
6	103,000 *
7	103,000 *
8	102,000 *
9	98,000 *
10	96,600 *
11	94,739 *
12	94,700 *
13	93,192 *
14	92,400 *
15	92,000 *
16	90,613 *
17	90,185 *
18	89,400 *
19	88,152 *
20	85,979 *
21	85,280 *
22	85,008 *
23	84,885 *
24	84,250 *
25	83,978 *
26	83,200 *
27	82,000 *
28	81,480 *
29	81,000 *
30	80,000 *
31	79,019 *
32	76,450 *
33	76,183 *
34	73,600 *
35	71,605 *
36	70,400 *
37	69,000 *

Average \*\*\* 91,491

Average All 89,289

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)

Rank	Salary
1	100,700 *
2	98,640 *
3	97,361 *
4	92,500 *
5	89,200 *
6	82,401 *
7	81,186 *
8	79,879 *
9	79,440 *
10	79,235 *
11	79,000 *

Rank	Salary
12	78,700 *
13	78,525 *
14	78,300 *
15	78,200 *
16	( 77,970 ) *
17	77,400 *
18	77,300 *
19	75,714 *
20	75,175 *
21	73,923 *
22	72,000 *
23	71,538 *
24	71,447 *
25	71,016 *
26	69,778 *
27	69,150 *
28	69,058 *
29	68,210 *
30	67,656 *
31	67,450 *
32	66,184 *
33	66,000 *
34	65,666 *
35	65,308 *
36	65,000 *
37	65,000 *
38	64,050 *
39	63,758 *
40	63,500 *
41	63,300 *
42	63,000 *
43	62,843 *
44	62,251 *
45	62,000 *
46	61,972 *
47	61,251 *
48	61,159 *
49	60,735 *
50	60,382 *
51	60,300 *
52	60,300 *
53	60,000 *
54	59,807 *
55	59,545 *
56	59,250 *
57	59,232 *
58	58,714 *
59	58,311 *
60	58,000 *
61	57,834 *
62	57,630 *
63	57,255 *
64	56,450 *
65	55,704 *
66	55,649 *
67	55,343 *
68	54,540 *
69	53,703 *
70	53,424 *
71	53,000 *
72	53,000 *
73	52,955 *
74	52,584 *
75	52,205 *

Rank	Salary
76	52,000 *
77	51,581 *
78	51,384 *
79	51,220 *
80	50,989 *
81	50,960 *
82	49,452 *
83	48,636 *
84	48,367 *
85	47,711 *
86	47,475 *
87	47,300 *
88	47,280 *
89	46,608 *
90	46,440 *
91	45,523 *
92	45,126 *
93	43,575 *
94	43,056 *
95	42,848 *
96	42,775 *
97	41,769 *
98	40,657 *
99	39,520 *
100	39,110 *
101	39,000 *
102	38,700 *
103	38,675 *
104	37,395 *
105	36,563 *
106	36,400 *
107	36,000 *
108	34,909 *
109	34,335 *
110	31,854 *
111	25,596 *

Average \*\*\* 61,959

Average All 59,432

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TABLE I (Continued)

RESEARCH OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RESEARCH

Rank	Salary
1	84,525 *
2	( 81,000) *
3	80,443 *
4	79,284 *
5	71,500 *
6	69,160 *
7	68,900 *
8	68,200 *
9	66,400 *
10	66,310 *
11	65,952 *
12	65,500 *
13	64,224 *
14	64,150 *
15	63,911 *
16	63,600 *
17	63,400 *
18	63,000 *
19	62,485 *
20	62,360 *
21	62,004 *
22	61,800 *
23	61,400 *
24	61,374 *
25	61,360 *
26	60,883 *
27	60,840 *
28	60,680 *
29	60,500 *
30	60,034 *
31	60,000 *
32	60,000 *
33	59,800 *
34	59,500 *
35	59,000 *
36	58,776 *
37	58,160 *
38	58,000 *
39	57,540 *
40	57,197 *
41	57,000 *
42	56,609 *
43	56,600 *
44	56,400 *
45	56,300 *
46	56,100 *
47	56,000 *
48	( 55,155) *
49	55,000 *
50	55,000 *
51	54,768 *
52	54,600 *
53	54,000 *
54	53,514 *
55	53,500 *
56	53,200 *
57	53,200 *
58	53,000 *
59	53,000 *
60	53,000 *

Rank	Salary
61	52,950 *
62	52,650 *
63	52,500 *
64	52,499 *
65	52,416 *
66	52,019 *
67	51,881 *
68	50,782 *
69	50,625 *
70	50,400 *
71	50,003 *
72	49,260 *
73	49,000 *
74	48,300 *
75	48,000 *
76	47,600 *
77	47,540 *
78	47,250 *
79	46,800 *
80	46,675 *
81	46,604 *
82	46,483 *
83	45,667 *
84	45,528 *
85	45,000 *
86	44,850 *
87	44,334 *
88	44,304 *
89	43,236 *
90	42,328 *
91	42,250 *
92	42,025 *
93	42,000 *
94	41,550 *
95	41,434 *
96	41,268 *
97	41,073 *
98	40,560 *
99	40,500 *
100	39,273 *
101	38,910 *
102	37,500 *
103	36,670 *
104	33,837 *
105	33,000 *
106	( 32,506) *
107	32,000 *
108	25,713 *

Average \*\*\* 55,308

Average All 53,692

DEANS:  
AGRICULTURE

Rank	Salary
1	159,000 *
2	119,200 *
3	112,000 *
4	112,000 *
5	109,290 *
6	108,896 *
7	( 106,700) *
8	106,500 *
9	105,100 *
10	104,500 *
11	103,350 *
12	102,500 *
13	101,880 *
14	100,500 *
15	100,239 *
16	99,500 *
17	98,500 *
18	98,000 *
19	96,495 *
20	93,600 *
21	93,533 *
22	93,500 *
23	92,700 *
24	92,000 *
25	89,448 *
26	87,775 *
27	85,600 *
28	85,280 *
29	84,700 *
30	84,075 *
31	82,586 *
32	82,130 *
33	81,750 *
34	81,400 *
35	81,261 *
36	79,206 *
37	77,200 *
38	76,380 *
39	75,888 *
40	74,500 *
41	74,000 *
42	73,300 *
43	71,600 *
44	( 65,912) *
45	63,808 *
46	55,317 *
47	54,080 *

Average \*\*\* 93,488

Average All 90,993

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TABLE I (Continued)

DEANS:  
ARCHITECTURE

Rank	Salary
1	111,000 *
2	104,200 *
3	100,080 *
4	99,932 *
5	99,228 *
6	99,000 *
7	97,679 *
8	96,800 *
9	96,218 *
10	95,000 *
11	94,600 *
12	93,588 *
13	( 20,804) *
14	88,000 *
15	88,000 *
16	86,509 *
17	85,050 *
18	85,000 *
19	85,000 *
20	84,800 *
21	84,000 *
22	81,500 *
23	80,000 *
24	80,000 *
25	80,000 *
26	77,500 *
27	77,450 *
28	77,000 *
29	76,400 *
30	76,150 *
31	76,000 *
32	75,932 *
33	75,711 *
34	73,600 *
35	70,000 *
36	69,904 *
37	64,644 *
38	62,520 *
39	( 60,000) *
40	56,700 *
41	55,541 *
42	47,840 *
Average ***	84,260
Average All	82,354

DEANS:  
ARTS AND LETTERS

Rank	Salary
1	(100,000) *
2	100,000 *
3	97,700 *
4	96,000 *
5	94,200 *
6	90,961 *
7	83,664 *
8	82,500 *
9	78,375 *
10	74,000 *
11	72,000 *
12	54,247 *
Average ***	97,165
Average All	85,304

DEANS:  
ARTS AND SCIENCES

Rank	Salary
1	138,300 *
2	132,000 *
3	130,000 *
4	125,000 *
5	115,000 *
6	112,300 *
7	112,007 *
8	109,498 *
9	104,041 *
10	103,000 *
11	101,700 *
12	101,000 *
13	(100,000) *
14	100,000 *
15	98,850 *
16	98,700 *
17	98,000 *
18	97,500 *
19	96,000 *
20	95,000 *
21	95,000 *
22	93,660 *
23	93,000 *
24	93,000 *
25	91,520 *
26	91,500 *
27	91,380 *
28	91,200 *
29	90,750 *
30	90,200 *
31	90,000 *
32	88,500 *
33	87,610 *
34	87,400 *
35	87,400 *
36	87,200 *

Rank	Salary
37	87,000 *
38	86,775 *
39	86,500 *
40	86,100 *
41	86,000 *
42	86,000 *
43	85,100 *
44	85,008 *
45	84,878 *
46	84,800 *
47	82,500 *
48	82,236 *
49	82,000 *
50	81,620 *
51	81,541 *
52	81,300 *
53	80,000 *
54	80,000 *
55	78,275 *
56	77,368 *
57	77,000 *
58	76,250 *
59	75,477 *
60	75,165 *
61	73,000 *
62	73,000 *
63	72,792 *
64	72,700 *
65	72,200 *
66	72,150 *
67	72,000 *
68	70,350 *
69	70,123 *
70	69,714 *
71	68,145 *
72	68,102 *
73	67,872 *
74	67,229 *
75	66,260 *
76	66,000 *
77	65,000 *
78	65,000 *
79	65,000 *
80	63,294 *
81	62,779 *
82	62,760 *
83	60,840 *
84	60,000 *
85	59,099 *
Average ***	90,782
Average All	85,547

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TABLE I (Continued)

DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

Rank	Salary	Rank	Salary	Rank	Salary
1	155,451 *	61	90,566 *	103	73,500 *
2	148,400 *	62	90,500 *	104	72,600 *
3	145,603 *	63	90,300 *	105	72,591
4	139,000 *	64	90,100	106	71,276
5	136,080 *	65	89,875 *	107	71,000
6	135,800	66	89,640	108	70,952
7	133,500 *	67	89,052 *	109	70,000 *
8	132,000 *	68	89,050	110	69,864
9	126,400 *	69	88,631 *	111	69,714
10	118,000 *	70	88,032	112	69,222 *
11	118,000 *	71	87,200	113	69,000
12	116,500 *	72	86,000	114	67,229
13	116,000 *	73	85,655	115	66,933 *
14	114,000 *	74	85,600	116	66,879
15	113,379 *	75	85,380 *	117	63,790 *
16	112,500 *	76	84,330	118	63,003
17	112,007 *	77	84,295 *	119	63,000
18	109,450 *	78	84,278 *	120	62,400
19	108,600 *	79	84,000	121	60,349
20	108,510 *	80	83,473	122	50,000
21	108,100 *	81	83,161 *		
22	106,500 *	82	82,944	Average ***	99,297
23	106,400 *	83	82,800		
24	105,000 *	84	82,400	Average All	92,375
25	104,000 *	85	82,328 *		
26	103,296 *	86	82,200		
27	101,520 *	87	82,000 *		
28	101,500	88	81,900		
29	101,000 *	89	81,000 *		
30	100,900	90	80,605 *		
31	100,008 *	91	80,000		
32	100,000 *	92	79,900		
33	100,000 *	93	79,500		
34	100,000	94	78,756 *		
35	99,850	95	78,300		
36	99,500 *	96	78,300 *		
37	99,300 *	97	78,122 *		
38	99,000 *	98	77,600		
39	98,000 *	99	76,000 *		
40	98,516 *	100	75,750		
41	98,182 *	101	75,600		
42	97,525 *	102	75,250 *		
43	97,098				
44	97,000 *				
45	96,949 *				
46	96,931 *				
47	96,761				
48	95,000 *				
49	95,000				
50	95,000				
51	94,938 *				
52	94,697 *				
53	94,500 *				
54	92,820 *				
55	92,500				
56	92,500				
57	92,112 *				
58	92,000				
59	91,000				
60	91,000 *				

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TABLE I (Continued)

DEANS:  
CONTINUING EDUCATION

Rank	Salary
1	113,400 *
2	106,243 *
3	96,000 *
4	92,700 *
5	90,000 *
6	89,700 *
7	89,500 *
8	89,172 *
9	86,093 *
10	85,000 *
11	85,000 *
12	84,900 *
13	83,850 *
14	83,574 *
15	83,500 *
16	83,000 *
17	83,000 *
18	82,181 *
19	81,000 *
20	80,546 *
21	80,497 *
22	79,440 *
23	79,020 *
24	78,886 *
25	78,444 *
26	78,250 *
27	77,028 *
28	76,089 *
29	75,936 *
30	75,738 *
31	75,400 *
32	74,313 *
33	74,150 *
34	74,000 *
35	73,900 *
36	73,850 *
37	73,600 *
38	73,300 *
39	73,091 *
40	73,000 *
41	72,120 *
42	71,772 *
43	70,500 *
44	70,188 *
45	70,108 *
46	68,900 *
47	68,000 *
48	68,000 *
49	67,500 *
50	67,296 *
51	66,633 *
52	66,500 *
53	66,000 *
54	65,856 *
55	65,100 *
56	65,021 *
57	64,924 *
58	64,281 *
59	64,043 *
60	62,500 *

## Rank

## Salary

61	62,250 *
62	62,128 *
63	61,004 *
64	60,900 *
65	60,860 *
66	60,623 *
67	60,375 *
68	60,023 *
69	60,000 *
70	59,892 *
71	59,300 *
72	59,000 *
73	59,000 *
74	58,583 *
75	57,600 *
76	57,372 *
77	57,100 *
78	55,650 *
79	55,048 *
80	55,000 *
81	53,440 *
82	50,049 *
83	50,000 *
84	49,162 *
85	48,859 *
86	48,830 *
87	48,110 *
88	45,918 *
89	45,689 *
90	43,068 *
91	40,000 *

Average \*\*\* 73,669

Average All 69,631

DEANS:  
EARTH SCIENCES/  
NATURAL RESOURCES

## Rank

## Salary

1	119,400 *
2	100,975 *
3	88,005 *
4	86,767 *
5	85,600 *
6	83,600 *
7	77,951 *
8	76,045 *

Average \*\*\* 90,225

Average All 89,793

DEANS:  
EDUCATION

Rank	Salary
1	113,000 *
2	112,100 *
3	107,683 *
4	105,250 *
5	104,370 *
6	100,000 *
7	100,000 *
8	98,566 *
9	98,500 *
10	97,500 *
11	97,000 *
12	96,750 *
13	96,480 *
14	96,000 *
15	95,957 *
16	95,000 *
17	95,000 *
18	94,600 *
19	93,000 *
20	93,000 *
21	92,600 *
22	92,000 *
23	91,845 *
24	91,500 *
25	91,350 *
26	91,000 *
27	90,700 *
28	90,129 *
29	90,000 *
30	89,750 *
31	( 89,000 ) *
32	87,591 *
33	87,278 *
34	87,024 *
35	87,000 *
36	87,000 *
37	86,453 *
38	86,400 *
39	85,800 *
40	85,334 *
41	85,300 *
42	85,000 *
43	84,540 *
44	84,450 *
45	84,444 *
46	84,000 *
47	84,000 *
48	83,500 *
49	83,244 *
50	83,200 *
51	83,000 *
52	82,968 *
53	82,780 *
54	82,600 *
55	82,500 *

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TABLE I (Continued)

(Continued)

DEANS:  
EDUCATION

Rank	Salary
56	82,000 *
57	81,800
58	81,741
59	81,000
60	81,000
61	80,782 *
62	80,000
63	80,000 *
64	80,000
65	79,695 *
66	79,564 *
67	79,440 *
68	79,400
69	78,850 *
70	78,700 *
71	78,688 *
72	78,500
73	78,423 *
74	78,000 *
75	77,575
76	77,508 *
77	77,300 *
78	77,212 *
79	76,694 *
80	76,440 *
81	76,200 *
82	75,050 *
83	75,000
84	74,004
85	74,000 *
86	73,600
87	73,278 *
88	72,900
89	72,500 *
90	72,500 *
91	71,760
92	71,551
93	71,000
94	70,893
95	70,392
96	69,818 *
97	69,714
98	69,600 *
99	69,500
100	68,700
101	68,000 *
102	68,000 *
103	67,253
104	67,229
105	67,000 *
106	66,879
107	66,706 *
108	65,926
109	65,892 *
110	65,100
111	65,000 *
112	64,428
113	64,000 *
114	64,000 *

Rank	Salary
115	63,900
116	63,790 *
117	63,750
118	63,003
119	60,878 *
120	60,000
121	58,240
122	57,194
123	57,000
124	54,915 *
125	52,000
126	47,600

Average \*\*\* 83,588

Average All 79,960

DEANS:  
ENGINEERING

Rank	Salary
1	160,500 *
2	159,600 *
3	152,250 *
4	147,000 *
5	133,000 *
6	128,000 *
7	125,458 *
8	125,400 *
9	123,500 *
10	121,408 *
11	120,000
12	120,000 *
13	119,600 *
14	117,490 *
15	117,286 *
16	115,981 *
17	115,000 *
18	114,720 *
19	114,413 *
20	114,200 *
21	113,500 *
22	112,993 *
23	112,848
24	111,000 *
25	110,251 *
26	110,040 *
27	110,000
28	108,500 *
29	108,478 *
30	108,300 *
31	106,920 *
32	106,306 *
33	106,000 *
34	105,610
35	105,000 *
36	104,684 *
37	103,956
38	103,676 *
39	102,200
40	101,153 *

Rank	Salary
41	101,000 *
42	101,000
43	100,045 *
44	100,008 *
45	100,000
46	99,700
47	99,200 *
48	98,508 *
49	98,500 *
50	98,325 *
51	97,778 *
52	96,955
53	96,400 *
54	96,226 *
55	95,488 *
56	95,457 *
57	95,252
58	95,000
59	94,400 *
60	93,816 *
61	93,600 *
62	93,000 *
63	92,500 *
64	92,000 *
65	91,614 *
66	91,525 *
67	91,000
68	90,768 *
69	90,404 *
70	90,000
71	90,000 *
72	90,000
73	89,972 *
74	89,907
75	89,292
76	88,500
77	88,303
78	87,526
79	87,360
80	86,848
81	86,500
82	86,000 *
83	85,044 *
84	84,800
85	84,239 *
86	81,500
87	80,760 *
88	79,860 *
89	78,557
90	( 78,200 )
91	78,000 *
92	77,102 *
93	76,794 *
94	76,546
95	76,000 *
96	75,600 *
97	74,583
98	74,511
99	73,200 *

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TABLE I (Continued)

(Continued)

DEANS:  
ENGINEERING

Rank	Salary
100	72,280
101	71,997
102	70,200
103	69,448 *
104	65,751
105	65,506
106	60,668 *
107	56,457

Average \*\*\* 103,167

Average All 98,070

DEANS:  
FINE ARTS

Rank	Salary
1	(100,000) *
2	99,360 *
3	94,000 *
4	92,235 *
5	92,000 *
6	87,727 *
7	84,497 *
8	84,360
9	83,500
10	83,100 *
11	80,004
12	79,882
13	79,525
14	78,580 *
15	78,225 *
16	78,000 *
17	77,450 *
18	77,000 *
19	75,405
20	73,000
21	72,600
22	72,000 *
23	71,728
24	71,500
25	71,000 *
26	70,400 *
27	70,013
28	70,000
29	69,504
30	67,405
31	64,896 *
32	62,576 *
33	60,410 *
34	60,400 *

Rank	Salary
35	( 60,000) *
36	59,420 *
37	56,536 *
38	55,021 *

Average \*\*\* 75,618

Average All 75,349

DEANS:  
FORESTRY

Rank	Salary
1	99,640 *
2	96,300 *
3	92,000 *
4	89,088 *
5	83,310
6	80,500 *
7	76,800 *
8	76,100 *
9	75,900 *
10	75,234 *
11	73,943
12	67,228

Average \*\*\* 84,628

Average All 82,178

DEANS:  
GRADUATE

Rank	Salary
1	120,850 *
2	115,006 *
3	110,800 *
4	109,293 *
5	109,120 *
6	108,160
7	105,700 *
8	105,309 *
9	103,440 *
10	102,362 *
11	100,000 *
12	100,000 *
13	96,800
14	95,000 *
15	90,000 *
16	90,000 *
17	89,246 *
18	88,500 *
19	88,000
20	87,300 *
21	87,470 *
22	86,800 *
23	85,400

Rank	Salary
24	85,008 *
25	84,870 *
26	84,500
27	84,396
28	84,300 *
29	84,189 *
30	83,978 *
31	83,600
32	83,450 *
33	83,200
34	82,667 *
35	82,500
36	81,935 *
37	81,500
38	81,278 *
39	81,000 *
40	80,500 *
41	80,151 *
42	80,000
43	80,000
44	79,920
45	79,600 *
46	79,000 *
47	77,700 *
48	77,000 *
49	76,500
50	76,426 *
51	76,000 *
52	75,000
53	75,000
54	75,000
55	75,000 *
56	74,359 *
57	74,000 *
58	73,300 *
59	73,000 *
60	72,750
61	72,400
62	72,281
63	71,789
64	( 70,639)
65	70,400
66	70,200 *
67	70,000
68	69,831
69	69,600
70	69,312 *
71	69,177
72	69,000 *
73	68,952 *
74	68,330
75	68,330 *
76	67,406
77	( 67,000)
78	66,879
79	66,800
80	66,564 *
81	66,493 *
82	65,520

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TABLE I (Continued)

(Continued)

DEANS:  
GRADUATE

Rank	Salary
83	65,256
84	65,004
85	64,200
86	63,917
87	62,000
88	60,000 *
89	60,000
90	58,985 *
91	58,635
92	55,700
93	55,648 *
94	55,000 *
95	( 53,000 )
96	52,299 *
97	51,815
98	42,500
99	41,640

Average \*\*\* 83,070

Average All 77,775

DEANS:  
HEALTH/PHYSICAL  
EDUC/RECREATION

Rank	Salary
1	98,000 *
2	96,100 *
3	95,000 *
4	93,522 *
5	84,000
6	83,975 *
7	80,074 *
8	79,800 *
9	77,390 *
10	77,136 *
11	77,000 *
12	74,046 *
13	70,200 *
14	69,855
15	68,675
16	( 67,389 )
17	63,460 *
18	63,400
19	60,888 *
20	56,820
21	48,300 *

Average \*\*\* 78,326

Average All 75,478

DEANS:  
HEALTH-RELATED  
PROFESSIONS

Rank	Salary
1	125,600 *
2	110,250 *
3	107,033 *
4	100,000 *
5	98,665
6	97,500 *
7	93,080
8	( 92,300 ) *
9	91,495 *
10	81,200
11	87,458 *
12	86,028
13	85,105 *
14	85,000 *
15	84,271 *
16	82,900
17	82,500
18	81,963 *
19	81,000
20	80,649 *
21	80,589 *
22	80,000 *
23	79,228 *
24	79,073
25	( 76,000 )
26	75,000
27	74,112 *
28	74,000
29	72,000
30	67,875
31	67,527
32	( 67,389 )
33	67,360
34	67,160
35	65,200
36	62,700 *
37	61,734
38	61,000

Average \*\*\* 89,181

Average All 82,077

DEANS:  
HOME ECONOMICS

Rank	Salary
1	99,500 *
2	98,000 *
3	97,000
4	97,000 *
5	96,100 *
6	93,600 *
7	93,480 *
8	92,650 *
9	90,100 *
10	88,500 *

## Rank

## Salary

11	86,000 *
12	85,728 *
13	81,770 *
14	77,568 *
15	77,480 *
16	76,800 *
17	76,650
18	76,500 *
19	75,350 *
20	75,000 *
21	74,400 *
22	74,400 *
23	70,000 *
24	( 67,389 )
25	( 65,912 )
26	58,891 *
27	55,462 *
28	53,612

Average \*\*\* 82,360

Average All 80,530

DEANS:  
HUMANITIES

Rank	Salary
1	107,898 *
2	101,325 *
3	100,000
4	( 98,560 ) *
5	96,480 *
6	95,000 *
7	91,125 *
8	83,280 *
9	82,640 *
10	( 81,530 )
11	75,600 *
12	73,882
13	71,000
14	70,000 *
15	68,500 *
16	65,472
17	60,000

Average \*\*\* 88,219

Average All 83,664

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TABLE I (Continued)

DEANS:  
JOURNALISM/  
COMMUNICATION

Rank	Salary
1	(119,450) *
2	102,000 *
3	101,500 *
4	98,000 *
5	94,700 *
6	92,218 *
7	90,300 *
8	85,100 *
9	85,000 *
10	84,500 *
11	84,100 *
12	82,440 *
13	81,000 *
14	80,500 *
15	78,225 *
16	76,000 *
17	73,150 *
18	72,500 *
19	70,004 *
20	69,816 *
21	68,700 *
22	65,000 *
23	62,832 *

Average \*\*\* 84,282

Average All 83,349

DEANS:  
LAW

Rank	Salary
1	162,000 *
2	145,800 *
3	145,000 *
4	141,300 *
5	140,000 *
6	140,000 *
7	139,555 *
8	139,314 *
9	138,810 *
10	136,000 *
11	131,000 *
12	130,000 *
13	129,600 *
14	128,000 *
15	127,600 *
16	123,480 *
17	123,200 *
18	122,000 *
19	120,294 *
20	116,000 *
21	115,000 *
22	115,000 *
23	114,500 *
24	114,372 *
25	113,500 *

Rank	Salary
26	112,162 *
27	111,182 *
28	111,000 *
29	109,500 *
30	108,876 *
31	107,628 *
32	105,000 *
33	105,000 *
34	104,500 *
35	101,124 *
36	99,960 *
37	98,435 *
38	97,500 *
39	96,852 *
40	96,000 *
41	92,962 *
42	91,692 *
43	91,000 *
44	88,910 *
45	88,500 *
46	87,773 *
47	87,000 *
48	85,000 *
49	84,000 *
50	83,000 *
51	82,805 *
52	77,000 *

Average \*\*\* 112,524

Average All 112,592

DEANS:  
LIBERAL ARTS

Rank	Salary
1	118,000 *
2	108,360 *
3	104,500 *
4	101,200 *
5	100,060 *
6	94,483 *
7	94,189 *
8	( 90,804 ) *
9	87,400 *
10	86,400 *
11	85,100 *
12	84,307 *
13	82,226 *
14	82,000 *
15	81,000 *
16	78,288 *
17	77,932 *
18	73,000 *

Rank	Salary
19	72,500 *
20	72,450 *
21	72,430 *
22	69,635 *
23	67,062 *
24	64,480 *

Average \*\*\* 91,684

Average All 85,326

DEANS:  
LIBRARY SCIENCE

Rank	Salary
1	98,248 *
2	90,000 *
3	88,828 *
4	88,500 *
5	( 85,625 ) *
6	85,000 *
7	85,000 *
8	82,000 *
9	80,000 *
10	77,440 *
11	76,650 *
12	72,833 *
13	70,000 *
14	66,140 *
15	64,000 *
16	64,000 *
17	62,000 *
18	60,413 *
19	60,000 *
20	54,915 *

Average \*\*\* 76,048

Average All 75,583

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PAID 1989-90

TABLE I (Continued)

DEANS:  
MATHEMATICS

Rank	Salary
1	116,640 *
2	(106,710)*
3	(97,000)*
4	(93,000)*
5	(82,000)
6	(70,000)*
7	(70,000)
8	65,770 *
9	65,162

Average \*\*\* 91,520

Average All 85,142

DEANS:  
MUSIC

Rank	Salary
1	107,600 *
2	105,000 *
3	101,871 *
4	93,090 *
5	86,100
6	83,452
7	82,450 *
8	77,445
9	75,024 *
10	71,816 *
11	67,500 *
12	65,770 *

Average \*\*\* 85,636

Average All 84,810

DEANS:  
PUBLIC AFFAIRS

Rank	Salary
1	118,000 *
2	108,000 *
3	106,550 *
4	105,400 *
5	104,060 *
6	94,120 *
7	89,640
8	86,809
9	86,000 *
10	82,000 *

Rank	Salary
11	75,821 *
12	(71,400)
13	66,150 *
14	60,155

Average \*\*\* 94,610

Average All 89,579

DEANS:  
SCIENCE

Rank	Salary
1	123,000 *
2	117,528 *
3	111,430 *
4	110,997 *
5	110,400 *
6	110,200 *
7	(106,710)*
8	104,640 *
9	101,116 *
10	98,743 *
11	98,500
12	96,188 *
13	94,095 *
14	93,004 *
15	(93,000)*
16	91,000
17	90,804 *
18	89,900
19	89,100
20	87,108
21	86,500
22	86,400 *
23	85,000
24	84,000
25	82,549 *
26	82,500
27	82,159
28	(82,000)
29	(81,530)
30	78,900
31	78,672 *
32	77,057
33	77,000 *
34	75,252
35	74,348
36	73,761
37	(70,000)*
38	(70,000)
39	68,000 *
40	66,408
41	62,408
42	55,669
43	55,000

Average \*\*\* 96,404

Average All 87,269

DEANS:  
SOCIAL AND BEHAV-  
IORAL SCIENCES

Rank	Salary
1	110,000 *
2	107,000 *
3	106,550 *
4	104,040 *
5	100,100 *
6	99,640 *
7	98,934 *
8	(98,560)*
9	96,180 *
10	91,200 *
11	91,125 *
12	91,000
13	90,639 *
14	(89,000)*
15	81,000
16	69,372

Average \*\*\* 98,694

Average All 95,274

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TABLE I (Continued)

**DEANS:  
SOCIAL WORK**

Rank	Salary
1	129,322 *
2	115,000 *
3	100,000 *
4	100,000 *
5	100,000 *
6	97,402 *
7	96,552 *
8	94,500 *
9	90,148 *
10	89,700 *
11	( 89,000 ) *
12	88,275 *
13	88,200 *
14	86,400 *
15	86,000 *
16	85,593 *
17	85,074 *
18	84,817 *
19	82,425 *
20	81,900 *
21	81,176 *
22	80,250 *
23	77,100 *
24	70,895 *
25	70,000 *
26	68,049 *
27	68,000 *
28	67,950 *
29	60,000 *
Average ***	86,157
Average All	86,680

**DEANS:  
UNDERGRADUATE  
STUDIES**

Rank	Salary
1	92,000 *
2	89,460 *
3	84,525 *
4	83,450 *
5	78,500 *
6	( 78,200 ) *
7	72,000 *
8	71,376 *
9	66,500 *
10	60,504 *
11	54,000 *
Average ***	84,496
Average All	75,501

**DEANS:  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE**

Rank	Salary
1	106,832 *
2	88,000 *
3	86,372 *
4	84,850 *
5	80,000 *
6	78,923 *
7	76,700 *
8	76,200 *
9	71,050 *
10	64,263 *
11	63,180 *
12	63,000 *
13	63,000 *
14	62,232 *
15	61,000 *
16	36,312 *
Average ***	75,659
Average All	72,620

**MEDICAL DEANS:  
DENTISTRY**

Rank	Salary
1	148,250 *
2	135,000 *
3	133,030 *
4	130,000 *
5	128,000 *
6	125,000 *
7	123,760 *
8	120,636 *
9	118,573 *
10	117,612 *
11	111,500 *
12	111,120 *
13	110,087 *
14	110,000 *
15	109,750 *
16	106,900 *
17	93,972 *
18	88,680 *
Average ***	118,641
Average All	117,882

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	248,745 *
2	246,400 *
3	240,000 *
4	230,000 *
5	205,140 *
6	203,500 *
7	202,500 *
8	200,000 *
9	198,400 *
10	194,000 *
11	176,800 *
12	176,450 *
13	175,500 *
14	174,900 *
15	172,000 *
16	161,700 *
17	161,000 *
18	160,143 *
19	146,016 *
20	135,147 *
21	133,128 *
22	131,000 *
23	130,000 *
24	127,749 *
25	126,000 *
26	125,000 *
27	123,300 *
28	( 112,700 ) *
29	112,320 *
30	111,541 *
31	109,264 *
32	104,115 *
33	103,624 *
34	101,500 *
35	94,354 *
36	91,913 *
37	81,900 *
38	71,640 *
39	58,150 *
Average ***	152,629
Average All	150,193

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TABLE I (Continued)

MEDICAL DEANS:  
NURSING

Rank	Salary
1	123,312 *
2	118,000 *
3	110,000 *
4	105,840 *
5	105,500 *
6	103,000 *
7	103,000 *
8	102,357 *
9	100,106 *
10	100,000 *
11	98,900 *
12	96,435 *
13	96,000 *
14	96,000 *
15	93,300 *
16	90,408 *
17	89,895 *
18	85,000 *
19	84,349 *
20	84,000 *
21	83,559 *
22	83,070 *
23	83,000 *
24	82,591 *
25	82,073 *
26	82,013 *
27	80,000 *
28	79,875 *
29	79,857 *
30	78,428 *
31	78,225 *
32	78,100 *
33	77,925 *
34	77,900 *
35	77,743 *
36	77,556 *
37	77,508 *
38	( 76,000 ) *
39	75,000 *
40	75,000 *
41	73,000 *
42	70,697 *
43	70,000 *
44	68,000 *
45	65,880 *
46	65,731 *
47	64,600 *
48	64,036 *
49	63,750 *
50	63,200 *
51	62,448 *
52	62,238 *
53	56,000 *
54	55,351 *
55	50,000 *

Average \*\*\* 85,347

Average All 82,286

MEDICAL DEANS:  
OPTOMETRY

Rank	Salary
1	121,200 *
2	110,250 *
3	100,276 *
4	97,520 *
5	96,000 *
6	84,581 *

Average \*\*\* 105,049

Average All 101,638

MEDICAL DEANS:  
PHARMACY

Rank	Salary
1	128,000 *
2	125,220 *
3	111,500 *
4	109,920 *
5	109,350 *
6	107,957 *
7	106,000 *
8	105,500 *
9	105,000 *
10	101,374 *
11	101,371 *
12	100,276 *
13	100,000 *
14	97,308 *
15	97,126 *
16	96,006 *
17	( 92,300 ) *
18	90,000 *
19	86,964 *
20	85,850 *
21	85,000 *
22	80,000 *
23	80,000 *
24	79,128 *
25	78,541 *
26	78,528 *
27	77,539 *
28	75,000 *
29	74,500 *
30	70,000 *
31	68,388 *
32	54,706 *

Average \*\*\* 92,756

Average All 92,449

MEDICAL DEANS:  
VETERINARY  
MEDICINE

Rank	Salary
1	137,800 *
2	129,300 *
3	119,900 *
4	109,500 *
5	107,500 *
6	105,000 *
7	102,440 *
8	100,428 *
9	100,200 *
10	100,000 *
11	99,000 *
12	94,620 *
13	93,612 *
14	92,240 *
15	90,000 *
16	89,211 *
17	88,500 *
18	85,234 *
19	82,000 *
20	81,600 *
21	79,836 *

Average \*\*\* 99,425

Average All 99,425

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-seven participating universities from this region are as follows:

Auburn University  
Clemson University  
East Tennessee State University  
Florida Atlantic University  
Florida State University  
Georgia Institute of Technology  
Georgia State University  
Memphis State University  
Middle Tennessee State University  
Mississippi State University  
North Carolina State University at Raleigh  
Tennessee Technological University  
University of Alabama  
University of Alabama in Birmingham  
University of Alabama in Huntsville  
University of Central Florida  
University of Florida  
University of Georgia  
University of Kentucky  
University of Louisville  
University of Mississippi  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of South Alabama  
University of South Carolina, Columbia  
University of Southern Mississippi  
University of Tennessee - Knoxville

TABLE II (Continued)  
—ATLANTA REGION—

**PRESIDENT OF A SYSTEM  
OF MULTI-CAMPUS  
INSTITUTIONS**

Rank	Salary
1	117,900
2	115,000
3	95,000
Average	109,300

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	161,750
2	144,309
3	142,750
4	135,000
5	135,000
6	134,000
7	130,500
8	129,860
9	129,388
10	127,000
11	125,000
12	121,000
13	112,552
14	111,241
15	110,500
16	109,150
17	100,000
18	95,200
19	95,000
20	95,000
21	83,900
22	83,500
23	82,599
Average	117,139

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	118,900
2	115,000
3	112,154
4	106,000
5	101,000
6	( 97,000)
7	95,000
8	93,000
9	90,000
10	89,586
11	83,000
12	81,718
13	81,026
14	78,489
15	72,260
16	68,716
Average	92,678

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	121,000
2	120,000
3	117,000
4	106,150
5	102,400
6	101,500
7	99,750
8	( 97,000)
9	86,000
Average	105,644

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	107,500
2	95,500
3	93,300
4	90,263
5	84,000
6	83,000
7	81,205
8	81,000
9	79,000
10	77,500
11	74,404
12	73,000
13	72,600
14	72,500
15	71,177
16	68,575
17	68,004
18	67,104
19	65,730
20	64,600
21	62,500
22	61,640
23	61,371
24	59,000
25	58,124
26	49,778
27	49,400
Average	72,992

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TABLE II (Continued)  
—ATLANTA REGION—

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	86,000
2	74,200
3	67,700
4	( 66,000)
5	65,200
6	63,218
7	57,561
8	57,200
9	57,000
10	55,650
11	53,000
12	52,163
13	50,300
14	( 48,700)
15	42,308
16	39,183
17	38,800
18	38,325
19	36,000
20	31,056
21	24,100

**Average** 52,555

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	92,311
2	90,623
3	90,406
4	89,933
5	87,000
6	86,800
7	85,814
8	82,247
9	78,400
10	78,300
11	75,244

Rank	Salary
12	74,349
13	73,830
14	72,888
15	71,000
16	64,189
17	63,128
18	62,832
19	62,716
20	62,500
21	61,525
22	61,500
23	59,000
24	58,824
25	58,400
26	57,036
27	57,000
28	56,650
29	56,000
30	54,080
31	52,176
32	50,000
33	47,112
34	44,000
<b>Average</b>	68,171

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	113,000
2	111,100
3	109,500
4	109,229
5	108,000
6	105,000
7	99,100
8	95,000
9	94,149
10	92,634
11	92,000
12	88,621
13	86,000

Rank	Salary
14	82,800
15	81,200
16	81,026
17	79,420
18	78,000
19	( 76,140)
20	71,724
21	71,600
22	68,415
<b>Average</b>	90,712

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	93,000
2	83,900
3	82,000
4	76,000
5	75,608
6	( 75,000)
7	72,000
8	66,500
9	63,795
10	63,630
11	62,000
12	60,700
13	59,427
14	57,800
15	56,800
16	54,490
17	53,106
18	52,172
19	51,584
20	51,470
21	48,441
<b>Average</b>	64,734

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TABLE II (Continued)  
—ATLANTA REGION—

**BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR**

Rank	Salary	Rank	Salary
1	( 75,000)	3	60,500
2	( 71,962)	4	59,352
3	69,500	5	58,000
4	63,630	6	54,144
5	46,000	7	52,872
6	42,300	8	52,196
7	42,250	9	49,920
8	41,410	10	49,336
9	35,800	11	48,600
10	33,370	12	48,600
11	33,000	13	48,500
12	32,793	14	48,400
13	32,614	15	47,272
14	32,016	16	46,110
15	27,000	17	45,890
		18	44,520
		19	44,000
		20	43,860
		21	43,350
		22	43,056
		23	41,484
		24	34,893
		25	31,470
Average	45,243	Average	47,925

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	( 71,962)
2	71,537
3	57,875
4	52,008
5	51,000
6	36,184
7	35,693
Average	53,751

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	71,500
2	65,000
3	65,000
4	60,795
5	57,432
6	57,000
7	55,385
8	50,000
9	49,896
10	48,800
11	48,800
12	48,200
13	46,493

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	83,300
2	69,336
3	62,208
4	62,004
5	59,740
6	59,388
7	56,975
8	56,000
9	55,416
10	54,000
11	52,910
12	51,060
13	49,140
14	46,452
15	46,176
16	45,573
17	43,946
18	41,319
19	41,208
20	39,732
21	38,100
Average	53,047

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	66,000
2	64,827

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TABLE II (Continued)  
—ATLANTA REGION—

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	53,000
2	( 50,796)
3	50,200
4	49,100
5	47,046
6	47,035
7	46,500
8	44,200
9	43,550
10	37,500
11	36,096
12	36,000
13	35,360
14	34,440
15	34,072
16	32,460
17	27,329
18	25,850

Average 40,585

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	84,000
2	81,000
3	79,032
4	75,000
5	74,200
6	67,000
7	66,100
8	65,031
9	64,507
10	62,900
11	61,403
12	58,800
13	57,918
14	56,587

Rank	Salary
15	54,814
16	53,900
17	52,728
18	52,000
19	( 50,796)
20	50,004
21	49,700
22	49,696
23	( 48,700)
24	45,040
25	40,350
Average	60,048

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	104,250
2	96,200
3	94,531
4	93,200
5	89,100
6	88,000
7	87,000
8	84,968
9	84,000
10	82,680
11	82,512
12	79,356
13	79,134
14	79,000
15	78,780
16	73,503
17	72,760
18	72,283
19	71,000
20	70,000
21	69,800
22	69,444
23	68,516

Rank	Salary
24	67,000
25	65,000
26	56,860
Average	79,188

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS**

Rank	Salary
1	78,954
2	68,000
3	66,303
4	66,222
5	61,050
6	57,512
7	57,499
8	56,004
9	53,487
10	52,638
11	47,097
12	46,725
13	46,280
14	39,011
Average	56,913

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

Rank	Salary
1	68,797
2	63,549
3	67,703
4	50,608
5	44,847
6	42,800
7	39,405

(Continued)

TABLE II (Continued)  
—ATLANTA REGION—

(Continued)		STUDENT AFFAIRS OFFICERS: REGISTRAR		Rank	Salary
Rank	Salary			8	49,069
8	37,730			9	48,697
9	34,622			10	48,150
10	31,208	Rank	Salary	11	47,949
11	30,157	1	77,561	12	46,669
12	30,000	2	71,035	13	46,466
13	26,410	3	67,920	14	44,550
14	22,823	4	64,487	15	44,361
15	22,284	5	62,500	16	44,059
		6	62,400	17	40,770
Average	41,196	7	( 61,400)	18	39,627
		8	60,478	19	39,300
		9	54,407	20	38,624
STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		10	53,950	21	38,520
		11	53,900	22	38,500
		12	53,500	23	38,030
		13	51,600	24	37,740
Rank	Salary	14	48,880	25	37,150
1	( 68,958)	15	48,384	26	37,037
2	66,692	16	48,114		
3	62,500	17	48,049	Average	45,683
4	( 61,400)	18	48,000		
5	60,349	19	47,560	STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING	
6	57,498	20	( 46,005)		
7	54,600	21	44,982		
8	53,500	22	43,207		
9	53,400	23	41,331		
10	53,124	24	38,004	Rank	Salary
11	52,210	25	37,832	1	65,901
12	48,950			2	61,500
13	47,928	Average	53,419	3	60,100
14	47,200			4	59,280
15	( 46,005)	STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		5	54,150
16	44,000			6	54,000
17	42,879	Rank	Salary	7	52,250
18	42,772	1	62,651	8	52,019
19	39,354	2	57,360	9	50,960
20	37,960	3	55,100	10	48,200
21	36,782	4	54,894	11	48,000
22	34,980	5	51,800	12	45,808
23	34,203	6	50,648	13	41,055
24	33,050	7	50,040		
25	27,084				
Average	48,295				

(Continued)

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TABLE II (Continued)  
—ATLANTA REGION—

(Continued)

Rank	Salary
14	41,032
15	40,416
16	40,074
17	40,000
18	38,577
19	36,678
20	35,380
21	34,057
22	33,000
23	32,206
24	30,780
25	30,000

Average 45,017

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

Rank	Salary
1	98,280
2	97,089
3	96,940
4	96,012
5	89,250
6	87,549
7	79,040
8	78,520
9	78,381
10	74,686
11	71,675
12	70,000
13	69,600
14	66,648
15	65,208
16	63,087
17	50,047
18	47,700
19	31,913
20	30,725

Average 72,118

OPERATIONS OFFICERS:  
EXECUTIVE VICE  
PRESIDENT

Rank	Salary
1	126,000
2	110,158
3	94,900
4	( 87,000)
5	69,000
6	60,000

Average 91,176

OPERATIONS OFFICERS:  
ADMINISTRATIVE  
VICE PRESIDENT

Rank	Salary
1	97,850
2	92,000
3	90,000
4	89,891
5	( 87,000)
6	( 85,000)
7	84,800
8	68,304

Average 86,856

OPERATIONS OFFICERS:  
VICE PRES FOR INSTI-  
TUTIONAL PLANNING

Rank	Salary
1	89,724
2	89,606
3	81,996
4	71,907
5	70,924
6	58,800
7	( 55,155)

Average 74,016

OPERATIONS OFFICERS:  
LEGAL COUNSEL

Rank	Salary
1	92,700
2	89,000
3	87,995
4	77,000
5	76,884
6	75,433
7	70,000
8	69,500
9	69,000
10	68,224
11	66,449
12	64,000
13	62,700
14	60,481
15	55,008

Average 72,292

OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT

Rank	Salary
1	87,158
2	85,000
3	80,600
4	78,825
5	75,336
6	74,200
7	72,000
8	( 66,000)
9	60,000
10	52,000
11	50,900
12	50,648
13	45,000
14	36,700

Average 65,312

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—ATLANTA REGION—

OPERATIONS OFFICERS:  
VICE PRESIDENT FOR  
FACILITIES

Rank	Salary
1	88,996
2	88,400
3	86,000
4	73,000

Average 84,099

OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING

Rank	Salary
1	67,529
2	65,000
3	64,480
4	63,164
5	63,072
6	62,954
7	62,000
8	58,920
9	57,500
10	52,000
11	42,640
12	41,781
13	36,461

Average 56,731

OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT

Rank	Salary
1	77,546
2	76,118
3	72,800
4	68,000
5	67,600
6	65,150
7	64,656

Rank	Salary
8	64,000
9	63,252
10	63,000
11	62,504
12	62,340
13	59,000
14	58,800
15	58,308
16	58,268
17	56,700
18	55,313
19	55,161
20	54,810
21	54,320
22	54,224
23	53,900
24	48,268
25	45,300
26	43,689

Average 60,116

OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY

Rank	Salary
1	62,000
2	60,500
3	60,000
4	57,200
5	56,500
6	54,704
7	53,000
8	49,896
9	47,803
10	46,800
11	46,322
12	45,432
13	44,892
14	43,200
15	40,400
16	39,600
17	37,842

Rank	Salary
18	37,459
19	35,760
20	34,920
21	32,251
22	31,920
23	30,426
24	29,286

Average 44,321

PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT

Rank	Salary
1	95,000
2	90,800
3	88,552
4	81,800
5	81,710
6	80,000
7	( 76,140)
8	68,000
9	63,469
10	( 62,424)

Average 78,790

PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS/INFORMATION

Rank	Salary
1	(104,000)
2	94,744
3	85,300
4	83,782
5	75,750
6	74,610
7	70,989
8	( 62,424)
9	60,357

Average 79,106

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—ATLANTA REGION—

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	71,300
2	66,585
3	66,000
4	64,896
5	64,000
6	63,000
7	62,400
8	62,381
9	62,139
10	56,100
11	52,000
12	51,896
13	50,509
14	49,217
15	47,323
16	46,826
17	46,200
18	46,074
19	45,860
20	45,765
21	43,760
22	38,004
23	38,000
24	36,180
25	35,430

Average 52,594

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS**

Rank	Salary
1	75,926
2	71,550
3	71,000

Rank	Salary
4	67,600
5	67,600
6	59,122
7	50,500
8	36,000

Average 62,412

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR  
DEVELOPMENT**

Rank	Salary
1	(104,000)
2	100,000
3	( 87,090)
4	83,500
5	82,000
6	71,899

Average 88,082

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	90,000
2	( 80,855)
3	74,500
4	66,420
5	61,569
6	61,554
7	60,504
8	55,151
9	55,000
10	52,250
11	50,000
12	50,000
13	47,172

Rank	Salary
14	45,342
15	38,500
16	36,000

Average 57,801

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	101,000
2	85,500
3	( 80,855)
4	74,200
5	62,970
6	60,560
7	60,000
8	57,720
9	51,230
10	50,800
11	50,000
12	46,072
13	41,808
14	40,436
15	40,394
16	40,333
17	40,000
18	39,190
19	36,429
20	34,132
21	33,530
22	28,090
23	27,120

Average 51,407

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

**TABLE II (Continued)**  
**—ATLANTA REGION—**

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION**

Rank	Salary
1	104,600
2	101,000
3	98,800
4	88,700
5	76,000
6	58,204
7	41,828
8	33,528
<b>Average</b>	<b>75,333</b>

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR  
RESEARCH**

Rank	Salary
1	121,800
2	116,700
3	102,000
4	100,000
5	99,361
6	96,500
7	95,000
8	92,383
9	91,750
10	88,300
11	85,367
12	84,200
13	82,800
14	82,500
15	80,000
16	76,656
17	74,500
<b>Average</b>	<b>92,342</b>

**RESEARCH OFFICERS:  
VICE PRES FOR RESEARCH  
AND GRADUATE DEAN**

Rank	Salary
1	89,400
2	83,200
3	81,480
<b>Average</b>	<b>84,693</b>

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)**

Rank	Salary
1	98,640
2	82,401
3	79,879
4	78,700
5	71,447
6	67,656
7	63,758
8	62,000
9	60,300
10	60,000
11	59,807
12	58,000
13	55,704
14	53,000
15	52,205
16	47,300
17	45,523
18	45,126
19	39,000
20	38,675
<b>Average</b>	<b>60,956</b>

**RESEARCH OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RESEARCH**

Rank	Salary
1	71,500
2	69,160
3	65,500
4	64,150
5	62,360
6	62,004
7	60,883
8	60,840
9	60,000
10	58,000
11	56,609
12	56,000
13	( 55,155)
14	55,000
15	53,514
16	50,003
17	47,540
18	46,483
19	44,304
20	41,268
21	36,670
22	32,000
<b>Average</b>	<b>54,952</b>

**DEANS:  
AGRICULTURE**

Rank	Salary
1	112,000
2	(106,700)
3	106,500
4	102,500
5	92,700
6	84,700
7	81,261
8	74,500
9	( 55,912)
<b>Average</b>	<b>91,864</b>

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90



TABLE II (Continued)  
—ATLANTA REGION—

DEANS:  
ARCHITECTURE

Rank	Salary
1	104,200
2	94,600
3	86,509
4	80,000
5	80,000
6	77,500
7	76,400
8	76,150
9	70,000
Average	82,818

DEANS:  
ARTS AND SCIENCES

Rank	Salary
1	138,300
2	112,300
3	103,000
4	101,700
5	101,000
6	98,700
7	96,000
8	93,000
9	91,200
10	81,620
11	81,300
12	78,275
13	76,250
14	70,350
15	70,123
16	67,872
17	65,000
Average	89,764

DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

Rank	Salary
1	132,000
2	118,000
3	116,000
4	108,600
5	103,296
6	101,500
7	101,000
8	100,000
9	99,850
10	97,098
11	97,000
12	92,820
13	90,566
14	90,300
15	90,100
16	89,875
17	88,631
18	84,000
19	83,161
20	82,000
21	79,900
22	77,600
23	72,591
24	71,276
Average	94,465

DEANS:  
CONTINUING EDUCATION

Rank	Salary
1	106,243
2	89,700
3	89,172
4	83,850
5	74,150
6	70,188
7	67,500
8	66,633

Rank	Salary
9	66,500
10	65,856
11	64,924
12	61,004
13	60,900
14	59,892
15	58,589
16	55,650
17	45,918
Average	69,804

DEANS:  
EDUCATION

Rank	Salary
1	97,500
2	96,750
3	95,000
4	95,000
5	92,000
6	91,500
7	91,350
8	91,000
9	90,129
10	86,453
11	83,200
12	82,600
13	81,000
14	80,000
15	79,695
16	77,212
17	75,050
18	74,000
19	70,392
20	69,600
21	67,000
22	65,926
23	64,000
24	63,900
25	63,750
Average	80,960

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PAID 1989-90

TABLE II (Continued)  
—ATLANTA REGION—

DEANS:  
ENGINEERING

Rank	Salary
1	159,600
2	113,500
3	108,300
4	106,306
5	105,000
6	102,200
7	101,153
8	101,000
9	98,325
10	96,226
11	93,000
12	90,404
13	90,000
14	86,848
15	86,500
16	84,239
17	78,000
18	74,511
Average	98,617

DEANS:  
FINE ARTS

Rank	Salary
1	80,004
2	78,225
3	77,000
4	70,013
5	60,400
Average	73,128

DEANS:  
FORESTRY

Rank	Salary
1	99,640
2	96,300
3	92,000
4	76,800
5	76,100
Average	88,168

DEANS:  
GRADUATE

Rank	Salary
1	110,800
2	100,000
3	95,000
4	90,000
5	87,470
6	86,800
7	84,300
8	84,189
9	83,200
10	82,500
11	76,426
12	76,000
13	74,000
14	72,281
15	69,177
16	67,830
17	67,406
18	66,493
19	65,004
20	55,700
Average	79,729

DEANS:  
HEALTH-RELATED  
PROFESSIONS

Rank	Salary
1	110,250
2	100,000
3	98,665
4	93,080
5	87,458
6	80,589
7	67,527
8	65,200
Average	87,846

DEANS:  
HOME ECONOMICS

Rank	Salary
1	99,500
2	97,000
3	77,480
4	76,800
5	75,000
6	74,400
7	70,000
8	( 65,912)
Average	79,512

DEANS:  
HUMANITIES

Rank	Salary
1	( 98,560)
2	95,000
3	82,640
4	73,882
Average	87,521

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—ATLANTA REGION—

DEANS:  
JOURNALISM/  
COMMUNICATION

Rank	Salary
1	101,500
2	94,700
3	92,218
4	84,500
5	78,225
6	76,000
7	72,500
8	70,004
9	62,832
Average	81,387

DEANS:  
LAW

Rank	Salary
1	140,000
2	128,000
3	111,182
4	111,000
5	105,000
6	105,000
7	104,500
8	101,124
9	99,960
10	98,435
11	92,962
Average	108,833

DEANS:  
LIBERAL ARTS

Rank	Salary
1	94,189
2	84,307
3	82,000

Rank	Salary
4	81,000
5	72,500
6	72,450
7	69,635
Average	79,440

DEANS:  
LIBRARY SCIENCE

Rank	Salary
1	90,000
2	88,560
3	77,440
4	64,000
5	60,419
Average	76,084

DEANS:  
MATHEMATICS

Rank	Salary
1	(106,710)
2	( 97,000)
3	( 93,000)
Average	98,903

DEANS:  
MUSIC

Rank	Salary
1	93,090
2	83,452
3	75,624
4	71,816
Average	80,996

DEANS:  
SCIENCE

Rank	Salary
1	(106,710)
2	94,095
3	93,004
4	( 93,000)
5	86,500
6	78,900
7	74,348
8	62,408
Average	86,121

DEANS:  
SOCIAL AND BEHAV-  
IORAL SCIENCES

Rank	Salary
1	99,640
2	( 98,560)
3	90,639
Average	96,280

DEANS:  
SOCIAL WORK

Rank	Salary
1	115,000
2	89,700
3	85,593
4	82,425
5	81,900
6	70,000
7	68,000
Average	84,660

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

**TABLE II (Continued)**  
**—ATLANTA REGION—**

**DEANS:  
UNDERGRADUATE  
STUDIES**

Rank	Salary
1	84,525
2	83,450
3	66,500
<b>Average</b>	<b>78,158</b>

**MEDICAL DEANS:  
DENTISTRY**

Rank	Salary
1	133,030
2	123,760
3	120,636
4	117,612
<b>Average</b>	<b>123,760</b>

**MEDICAL DEANS:  
NURSING**

Rank	Salary
1	118,000
2	98,900
3	96,435
4	90,408
5	83,070
6	82,591
7	78,225
8	77,900
9	77,743
10	75,000
11	73,000
12	68,000
13	64,036
14	63,200
15	56,000
16	50,000
<b>Average</b>	<b>78,282</b>

**MEDICAL DEANS:  
VETERINARY  
MEDICINE**

Rank	Salary
1	109,500
2	99,000
3	89,211
4	85,234
5	82,000
6	81,600
<b>Average</b>	<b>91,091</b>

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	194,000
2	176,800
3	176,450
4	135,147
5	133,128
6	(112,700)
7	111,541
8	109,264
9	103,624
<b>Average</b>	<b>139,184</b>

**MEDICAL DEANS:  
PHARMACY**

Rank	Salary
1	109,350
2	107,957
3	105,000
4	100,000
5	90,000
6	85,000
7	77,539
<b>Average</b>	<b>96,407</b>

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University  
Central Michigan University  
Cleveland State University  
Illinois State University  
Indiana State University  
Indiana University - Bloomington  
Indiana University - Purdue University at  
Indianapolis  
Kent State University  
Miami University  
Michigan State University  
Michigan Technological University  
Northern Illinois University  
Oakland University  
Ohio State University  
Ohio University  
Southern Illinois University at Carbondale  
Southern Illinois University at Edwardsville  
University of Akron  
University of Cincinnati  
University of Illinois at Chicago  
University of Illinois at Urbana-Champaign  
University of Michigan at Ann Arbor  
University of Minnesota - Twin Cities  
University of Toledo  
University of Wisconsin at Milwaukee  
Wayne State University  
Western Michigan University  
Wright State University

**TABLE II (Continued)**  
**—CHICAGO REGION—**

**PRESIDENT OF A SYSTEM  
OF MULTI-CAMPUS  
INSTITUTIONS**

Rank	Salary
1	146,500
2	146,280
3	145,000
4	135,000
5	123,500
6	121,325
7	118,000
Average	133,658

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	162,839
2	150,500
3	142,000
4	131,000
5	130,338
6	130,000
7	125,490
8	125,400
9	124,000
10	122,040
11	120,000
12	118,250
13	114,800
14	110,516
15	106,200
16	106,200
17	103,400
18	97,200
19	90,972
Average	121,639

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	147,960
2	138,000
3	131,000
4	120,000
5	117,200
6	109,000
7	103,312
8	(100,000)
9	( 99,528)
10	97,500
11	96,504
12	94,359
13	93,000
14	83,118
15	80,000
16	( 80,000)
Average	105,655

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	130,000
2	123,630
3	121,000
4	119,000
5	110,400
6	100,965
7	(100,000)
8	( 99,528)
9	97,520
10	95,000
11	90,552
12	90,130
13	90,000
14	( 80,000)
Average	103,409

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	108,248
2	105,000
3	101,000
4	96,000
5	92,000
6	86,675
7	( 85,625)
8	82,500
9	82,250
10	81,500
11	81,046
12	79,550
13	73,068
14	71,472
15	70,000
16	70,000
17	69,163
18	69,000
19	68,200
20	68,064
21	66,850
22	66,600
23	64,100
24	62,927
25	60,820
26	57,800
27	55,640
Average	76,855

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90



TABLE II (Continued)  
—CHICAGO REGION—

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	81,000
2	77,850
3	71,179
4	67,000
5	64,000
6	63,000
7	60,936
8	59,970
9	59,754
10	56,560
11	54,050
12	53,000
13	52,450
14	51,500
15	51,230
16	51,000
17	50,532
18	50,000
19	50,000
20	47,520
21	44,464
22	44,400
23	42,500
24	32,320

Average 55,676

Rank	Salary
9	81,861
10	78,300
11	76,250
12	75,500
13	74,300
14	74,300
15	74,103
16	73,850
17	73,600
18	73,010
19	70,700
20	68,000
21	68,000
22	66,648
23	66,396
24	65,430
25	64,400
26	63,100
27	62,550
28	59,870
29	57,725
30	55,488
31	55,000
32	53,100

Average 74,018

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	146,475
2	107,500
3	(105,595)
4	105,050
5	105,009
6	100,680
7	99,631
8	99,621
9	( 96,000)
10	94,250
11	91,500
12	88,200

Rank	Salary
13	87,570
14	86,500
15	86,004
16	85,489
17	84,996
18	82,400
19	79,327
20	( 76,824)
21	72,685
22	72,500
23	67,500
24	60,735
Average	90,918

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	110,000
2	87,450
3	85,700
4	83,600
5	79,900
6	76,962
7	75,684
8	74,280
9	69,801
10	69,600
11	69,570
12	67,200
13	66,520
14	64,200
15	59,400
16	58,080
17	57,960
18	56,801
19	56,710
20	56,100

(Continued)

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	118,680
2	102,400
3	91,620
4	88,446
5	85,861
6	85,000
7	83,004
8	82,080

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TABLE II (Continued)  
—CHICAGO REGION—

(Continued)		Rank	Salary	BUSINESS/FISCAL OFFICERS:	
BUSINESS/FISCAL OFFICERS:		3	69,801	INTERNAL AUDITOR	
CONTROLLER		4	60,527		
		Average	68,732	Rank	Salary
Rank	Salary			1	72,250
21	55,363			2	70,500
22	54,050	BUSINESS/FISCAL OFFICERS:		3	63,500
23	54,042	DIRECTOR OF PURCHASING		4	61,480
24	49,700			5	60,600
				6	57,300
Average	68,278	Rank	Salary	7	55,600
		1	71,175	8	54,516
		2	65,300	9	51,288
BUSINESS/FISCAL OFFICERS:		3	62,800	10	51,000
TREASURER OR BURSAR		4	61,197	11	50,385
		5	59,200	12	49,200
		6	57,800	13	47,557
Rank	Salary	7	57,780	14	46,674
1	81,500	8	55,000	15	46,250
2	70,080	9	54,066	16	46,000
3	69,801	10	52,250	17	41,999
4	60,200	11	51,880	18	39,349
5	56,676	12	51,395	19	38,940
6	53,850	13	51,096	20	33,320
7	50,900	14	50,136		
8	50,672	15	49,200	Average	51,885
9	42,500	16	49,008		
10	41,400	17	48,488		
11	41,042	18	47,900	BUSINESS/FISCAL OFFICERS:	
12	40,752	19	45,490	BUDGET OFFICER	
13	37,231	20	45,285		
		21	44,880		
Average	53,585	22	44,800	Rank	Salary
		23	43,660	1	101,000
		24	40,650	2	( 81,000)
BUSINESS/FISCAL OFFICERS:		25	36,573	3	77,300
BUSINESS MANAGER				4	76,000
		Average	51,880	5	73,077
				6	69,570
Rank	Salary			7	63,300
1	72,800			8	62,040
2	71,800			9	60,384

(Continued)

**TABLE II (Continued)**  
**—CHICAGO REGION—**

(Continued)					
		Rank	Salary	STUDENT AFFAIRS OFFICERS:	
BUSINESS/FISCAL OFFICERS:		22	28,976	VICE PRESIDENT FOR	
BUDGET OFFICER		23	25,248	STUDENT AFFAIRS	
		24	24,830		
				Rank	Salary
Rank	Salary	Average	41,766	1	129,322
10	60,000			2	102,000
11	59,664			3	98,880
12	57,444	BUSINESS/FISCAL OFFICERS:		4	94,250
13	56,750	DIRECTOR OF PERSONNEL		5	90,700
14	55,116			6	90,015
15	55,000			7	( 88,620)
16	53,464	Rank	Salary	8	87,397
17	44,500	1	102,600	9	86,130
18	41,790	2	96,000	10	85,810
19	36,550	3	86,300	11	85,728
		4	73,091	12	84,000
		5	69,801	13	82,925
Average	62,313	6	69,492	14	81,000
		7	69,300	15	78,000
		8	67,747	16	76,650
BUSINESS/FISCAL OFFICERS:		9	67,700	17	71,350
DIRECTOR OF PAYROLL		10	64,440	18	71,060
		11	62,850	19	71,000
		12	62,700	20	68,730
Rank	Salary	13	61,000	21	68,000
1	73,680	14	60,000	22	66,591
2	63,900	15	58,644		
3	54,975	16	58,140	Average	84,462
4	50,592	17	56,000		
5	49,500	18	54,392		
6	46,860	19	54,000	STUDENT AFFAIRS OFFICERS:	
7	44,867	20	53,000	DEAN OF STUDENT	
8	44,250	21	52,350	AFFAIRS	
9	42,500	22	52,000		
10	42,300	23	45,840	Rank	Salary
11	42,216	24	43,368	1	97,500
12	42,000			2	( 88,620)
13	41,200	Average	64,198	3	78,150
14	39,452			4	74,000
15	39,251			5	71,000
16	38,176			6	66,000
17	37,602			7	63,500
18	36,250				
19	32,600				
20	31,361				
21	29,800				
					(Continued)

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**TABLE II (Continued)**  
**—CHICAGO REGION—**

**(Continued)**  
**STUDENT AFFAIRS OFFICERS:**  
**DEAN OF STUDENT**  
**AFFAIRS**

Rank	Salary
8	63,180
9	59,400
10	58,200
11	56,760
12	55,392
13	54,920
14	53,105
15	46,040

**Average**      **65,718**

**STUDENT AFFAIRS OFFICERS:**  
**DEAN OF INTERNATIONAL**  
**STUDENTS**

Rank	Salary
1	76,800
2	59,000
3	54,441
4	51,250
5	50,540
6	49,967
7	48,504
8	46,800
9	46,249
10	41,841
11	41,670
12	37,197

**Average**      **50,355**

**STUDENT AFFAIRS OFFICERS:**  
**DIRECTOR OF ADMISSIONS**

Rank	Salary
1	85,482
2	77,500

Rank	Salary
3	76,850
4	72,735
5	69,000
6	68,500
7	65,808
8	64,248
9	62,160
10	61,500
11	( 61,405)
12	60,947
13	60,760
14	60,631
15	60,000
16	58,154
17	58,008
18	57,835
19	56,000
20	55,981
21	54,400
22	54,080
23	51,590
24	51,537
25	49,763

**Average**      **62,195**

**STUDENT AFFAIRS OFFICERS:**  
**REGISTRAR**

Rank	Salary
1	78,800
2	77,800
3	67,800
4	66,800
5	66,782
6	65,000
7	62,700
8	61,500
9	( 61,405)
10	61,150
11	59,815
12	58,905
13	58,206

Rank	Salary
14	58,008
15	55,892
16	55,500
17	55,120
18	54,960
19	54,587
20	54,200
21	52,200
22	52,140
23	51,770
24	49,585
25	49,075
26	46,123
27	45,040

**Average**      **58,551**

**STUDENT AFFAIRS OFFICERS:**  
**DIRECTOR OF FINANCIAL**  
**AID**

Rank	Salary
1	72,537
2	67,400
3	63,720
4	63,171
5	59,510
6	58,008
7	58,000
8	58,000
9	57,910
10	56,430
11	55,188
12	54,192
13	52,880
14	53,732
15	53,654
16	53,200
17	53,124
18	52,067
19	51,836

**(Continued)**

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TABLE II (Continued)  
—CHICAGO REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

Rank	Salary
20	51,770
21	51,108
22	49,537
23	46,520
24	46,000
25	44,497
26	38,515
27	38,322
Average	54,142

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

Rank	Salary
1	90,000
2	87,960
3	75,840
4	73,440
5	66,350
6	65,600
7	64,864
8	64,716
9	62,618
10	62,616
11	60,980
12	58,750
13	56,556
14	49,623
15	49,326
16	46,200
17	46,150
18	45,642
19	45,274
20	44,190
21	44,000
22	43,680
23	42,697

Rank	Salary
24	41,785
25	35,833
Average	56,988

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

Rank	Salary
1	119,172
2	105,897
3	93,848
4	88,398
5	86,790
6	85,800
7	84,775
8	77,579
9	77,496
10	71,614
11	69,000
12	67,769
13	66,358
14	65,853
15	64,399
16	63,314
17	62,628
18	61,296
19	60,300
20	60,000
21	51,428
22	43,920
23	35,700
Average	72,319

OPERATIONS OFFICERS:  
ADMINISTRATIVE  
VICE PRESIDENT

Rank	Salary
1	(105,595)
2	( 96,000)

Rank	Salary
3	87,987
4	85,000
5	78,672
6	( 76,824)
7	( 72,685)
8	70,500
9	66,656
Average	82,213

OPERATIONS OFFICERS:  
VICE PRES FOR INSTI-  
TUTIONAL PLANNING

Rank	Salary
1	102,500
2	100,680
3	80,004
4	( 72,685)
5	66,300
6	63,200
Average	80,912

OPERATIONS OFFICERS:  
LEGAL COUNSEL

Rank	Salary
1	100,000
2	92,800
3	90,000
4	88,000
5	88,000
6	( 87,450)
7	( 86,940)
8	81,252
9	77,400
10	69,277
11	67,315

(Continued)

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**TABLE II (Continued)**  
**—CHICAGO REGION—**

(Continued)

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

Rank	Salary
12	67,047
13	66,700
14	65,000
15	57,091
16	56,304
17	52,000
18	46,345
19	40,000
Average	72,575

**OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT**

Rank	Salary
1	81,900
2	79,536
3	77,940
4	( 75,924)
5	73,753
6	73,309
7	72,000
8	71,600
9	71,400
10	69,555
11	65,000
12	64,500
13	62,000
14	60,000
15	60,000
16	57,910
17	45,600
18	45,000
19	42,000
20	39,823
Average	64,438

**OPERATIONS OFFICERS:  
VICE PRESIDENT FOR  
FACILITIES**

Rank	Salary
1	72,000
2	71,880
3	( 66,000)
Average	39,960

**OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING**

Rank	Salary
1	90,300
2	65,000
3	64,140
4	63,500
5	62,850
6	56,000
7	54,050
8	53,760
9	47,868
10	47,862
11	47,814
12	43,050
Average	58,016

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT**

Rank	Salary
1	93,500
2	87,400
3	84,800
4	80,037
5	73,250
6	71,880
7	69,000
8	68,601

Rank	Salary
9	66,200
10	( 66,000)
11	65,424
12	65,115
13	65,112
14	64,422
15	64,276
16	63,000
17	62,082
18	62,000
19	61,900
20	61,000
21	60,100
22	59,888
23	59,675
24	59,280
25	54,379
26	52,987
27	49,000
Average	66,308

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY**

Rank	Salary
1	68,400
2	66,022
3	65,872
4	63,975
5	61,772
6	58,300
7	58,150
8	56,000
9	55,262
10	55,000
11	54,000
12	53,569
13	53,059
14	52,620

(Continued)

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**—CHICAGO REGION—**

(Continued)					
OPERATIONS OFFICERS:		Rank	Salary	PUBLIC RELATIONS OFFICERS:	
DIRECTOR OF		4	85,000	DIRECTOR OF LEGISLATIVE	
PUBLIC SAFETY		5	73,760	RELATIONS	
		6	73,500		
		7	71,500	Rank	Salary
		8	67,000	1	92,640
Rank	Salary			2	( 86,940)
15	52,525	Average	83,047	3	( 75,924)
16	51,450			4	73,000
17	50,800			5	69,570
18	50,300			6	59,500
19	48,104	PUBLIC RELATIONS OFFICERS:		7	53,230
20	46,749	DIRECTOR OF PUBLIC		8	52,115
21	46,560	RELATIONS/INFORMATION		9	48,509
22	45,336			10	36,294
23	45,069	Rank	Salary		
24	36,150	1	77,700		
		2	64,900	Average	64,772
Average	53,960	3	63,600		
		4	60,100		
		5	58,200	PUBLIC RELATIONS OFFICERS:	
PUBLIC RELATIONS OFFICERS:		6	57,716	VICE PRESIDENT FOR	
VICE PRESIDENT FOR INSTI-		7	56,000	DEVELOPMENT	
TUTIONAL ADVANCEMENT		8	52,436		
		9	50,996	Rank	Salary
Rank	Salary	10	50,280	1	144,229
1	(104,000)	11	46,000	2	98,300
2	90,000	12	45,675	3	97,800
3	( 89,750)	13	38,850	4	( 89,750)
4	86,820	14	37,536	5	83,076
5	80,000	15	36,414	6	82,700
6	78,375			7	79,000
7	76,500	Average	53,094	8	( 77,804)
8	74,000			9	74,025
9	( 65,000)			10	63,000
		PUBLIC RELATIONS OFFICERS:			
Average	82,716	VICE PRESIDENT FOR		Average	88,968
		LEGISLATIVE RELATIONS			
PUBLIC RELATIONS OFFICERS:		Rank	Salary		
VICE PRESIDENT FOR PUBLIC		1	113,724		
RELATIONS/INFORMATION		2	73,000		
		3	( 65,000)		
Rank	Salary	Average	83,908		
1	(100,000)				
2	00				
3	00,613				

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TABLE II (Continued)  
—CHICAGO REGION—

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	83,250
2	73,500
3	69,365
4	69,015
5	65,214
6	59,148
7	59,000
8	51,750
9	50,000
10	48,000
11	42,631
12	( 40,032)
13	35,000
Average	57,377

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	100,100
2	87,000
3	68,520
4	64,621
5	58,272
6	57,285
7	53,004
8	52,800
9	50,500
10	49,800
11	45,675
12	45,291
13	42,736
14	40,000
15	40,000
16	38,500
17	38,124
18	37,867
19	36,180

Rank	Salary
20	36,180
21	35,000
22	34,512
23	31,525
Average	49,717

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION**

Rank	Salary
1	104,182
2	94,800
3	62,990
4	59,590
5	53,415
Average	74,995

**RESEARCH OFFICERS:  
VICE PRES FOR RESEARCH  
AND GRADUATE DEAN**

Rank	Salary
1	107,600
2	103,000
3	102,000
4	93,192
5	92,000
6	90,613
7	90,185
8	83,978
9	82,000
10	80,000
11	70,400
Average	90,452

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)**

Rank	Salary
1	100,700
2	81,186
3	79,440
4	79,000
5	78,200
6	71,538
7	69,150
8	67,450
9	65,308
10	65,000
11	63,300
12	61,159
13	60,735
14	59,232
15	57,255
16	56,450
17	52,955
18	52,584
19	52,000
20	51,384
21	51,220
22	47,475
23	37,395
Average	63,483

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**TABLE II (Continued)**  
**—CHICAGO REGION—**

**RESEARCH OFFICERS:**  
**DIRECTOR OF INSTI-**  
**TUTIONAL RESEARCH**

Rank	Salary
1	( 81,000)
2	68,900
3	66,400
4	65,952
5	63,400
6	61,800
7	61,374
8	58,776
9	58,160
10	56,100
11	53,500
12	53,200
13	53,000
14	52,500
15	49,260
16	44,850
17	42,250
18	42,025
19	41,550
20	39,273
Average	55,664

**DEANS:**  
**AGRICULTURE**

Rank	Salary
1	119,200
2	112,000
3	103,350
4	82,130
Average	104,170

**DEANS:**  
**ARCHITECTURE**

Rank	Salary
1	100,080
2	99,932
3	97,679
4	93,588
5	88,000
6	75,932
Average	92,535

**DEANS:**  
**ARTS AND SCIENCES**

Rank	Salary
1	132,000
2	125,000
3	115,000
4	109,498
5	95,000
6	93,660
7	91,380
8	90,750
9	87,610
10	87,400
11	86,000
12	86,000
13	85,100
14	82,236
15	80,000
16	73,000
17	72,700
18	62,779
Average	91,951

**DEANS:**  
**BUSINESS/INDUSTRIAL**  
**MANAGEMENT**

Rank	Salary
1	155,451
2	145,603
3	139,000
4	113,379
5	108,100
6	106,500
7	105,000
8	100,000
9	99,000
10	97,525
11	96,949
12	96,931
13	94,938
14	92,500
15	91,000
16	89,640
17	89,050
18	85,655
19	85,600
20	84,330
21	84,295
22	82,944
23	82,800
24	82,200
25	78,300
26	71,000
Average	98,373

**DEANS:**  
**CONTINUING EDUCATION**

Ran..	Salary
1	96,000
2	90,000
3	86,093

(Continued)

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TABLE II (Continued)  
—CHICAGO REGION—

(Continued)

DEANS:

CONTINUING EDUCATION

Rank	Salary
4	84,900
5	83,000
6	81,000
7	79,440
8	79,020
9	78,896
10	77,028
11	76,089
12	75,738
13	74,313
14	74,000
15	73,900
16	73,850
17	72,120
18	65,100
19	64,043
20	62,250
21	57,600
22	43,068

Average 74,884

DEANS:  
EDUCATION

Rank	Salary
1	112,100
2	104,370
3	100,000
4	96,480
5	96,000
6	93,000
7	92,600
8	90,700
9	87,591
10	84,540
11	84,000

Rank	Salary
12	83,244
13	83,000
14	82,968
15	82,780
16	81,000
17	79,440
18	79,400
19	78,850
20	78,700
21	74,004
22	73,600
23	71,760
24	70,893
25	68,700

Average 85,189

DEANS:  
ENGINEERING

Rank	Salary
1	147,000
2	119,600
3	117,490
4	117,286
5	115,981
6	114,720
7	111,000
8	110,000
9	105,610
10	104,684
11	103,956
12	103,676
13	100,045
14	99,200

Rank	Salary
15	98,508
16	96,955
17	95,000
18	91,000
19	90,000
20	88,500
21	84,800
22	80,760

Average 104,353

DEANS:  
FINE ARTS

Rank	Salary
1	99,360
2	94,000
3	87,727
4	84,360
5	83,100
6	79,882
7	79,525
8	78,590
9	78,000
10	72,600
11	69,504
12	56,536

Average 80,265

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TABLE II (Continued)  
—CHICAGO REGION—

DEANS:  
GRADUATE

Rank	Salary
1	115,006
2	103,440
3	100,000
4	90,000
5	83,978
6	83,600
7	81,000
8	80,000
9	79,920
10	77,700
11	75,000
12	73,300
13	70,400
14	69,831
15	69,600
16	65,256
Average	82,377

DEANS:  
HEALTH/PHYSICAL  
EDUC/RECREATION

Rank	Salary
1	96,100
2	95,000
3	79,800
4	74,046
5	70,200
6	63,400
7	56,820
8	48,300
Average	72,958

DEANS:  
HEALTH-RELATED  
PROFESSIONS

Rank	Salary
1	107,033
2	( 92,300)
3	81,963
4	80,000
5	75,000
6	72,000
Average	84,716

DEANS:  
HOME ECONOMICS

Rank	Salary
1	96,100
2	93,480
3	86,000
Average	91,860

DEANS:  
HUMANITIES

Rank	Salary
1	96,480
2	( 81,530)
3	65,472
Average	81,161

DEANS:  
JOURNALISM/  
COMMUNICATION

Rank	Salary
1	102,000
2	90,300
3	85,100
4	84,100
5	82,440
Average	88,788

DEANS:  
LAW

Rank	Salary
1	145,800
2	145,000
3	139,555
4	139,314
5	130,000
6	127,600
7	123,480
8	114,500
9	114,372
10	108,876
11	107,628
12	96,852
13	91,000
Average	121,844

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TABLE II (Continued)  
—CHICAGO REGION—

DEANS:  
LIBERAL ARTS

Rank	Salary
1	101,200
2	100,060
3	87,400
4	62,236
Average	92,724

DEANS:  
LIBRARY SCIENCE

Rank	Salary
1	98,248
2	( 85,625)
3	80,000
4	72,833
5	62,000
Average	79,741

DEANS:  
MUSIC

Rank	Salary
1	107,600
2	105,000
3	101,871
Average	104,824

DEANS:  
PUBLIC AFFAIRS

Rank	Salary
1	108,000
2	106,550
3	94,120
Average	102,890

DEANS:  
SCIENCE

Rank	Salary
1	110,200
2	91,000
3	85,000
4	82,549
5	( 81,530)
6	75,252
7	66,408
Average	84,563

DEANS:  
SOCIAL AND BEHAV-  
IORAL SCIENCES

Rank	Salary
1	110,000
2	106,550
3	104,040
4	69,372
Average	97,491

DEANS:  
SOCIAL WORK

Rank	Salary
1	129,322
2	96,552
3	90,148
4	88,275
5	86,400
6	85,074
7	70,895

Average 92,381

DEANS:  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

Rank	Salary
1	88,000
2	84,850
3	78,923
4	76,700
5	76,200
6	64,263

Average 78,156

MEDICAL DEANS:  
DENTISTRY

Rank	Salary
1	130,000
2	118,573
3	111,120
4	110,000
5	106,900
6	88,680

Average 110,879

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TABLE II (Continued)  
—CHICAGO REGION—

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	240,000
2	230,000
3	205,140
4	161,700
5	146,016
6	131,000
7	130,000
8	126,000
9	123,300
10	112,320
11	81,900
<b>Average</b>	<b>153,398</b>

**MEDICAL DEANS:  
PHARMACY**

Rank	Salary
1	125,220
2	109,920
3	105,500
4	101,374
5	101,371
6	( 92,300)
7	79,128
<b>Average</b>	<b>102,116</b>

**MEDICAL DEANS:  
VETERINARY  
MEDICINE**

Rank	Salary
1	119,900
2	94,620
3	92,240
4	90,000
<b>Average</b>	<b>99,190</b>

**MEDICAL DEANS:  
NURSING**

Rank	Salary
1	123,312
2	105,840
3	103,000
4	102,357
5	100,106
6	96,000
7	93,300
8	84,349
9	83,000
10	79,875
11	64,600
<b>Average</b>	<b>94,158</b>

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-seven participating universities from this region are as follows:

East Texas State University  
Lamar University  
Louisiana State University  
Louisiana Tech University  
New Mexico Institute of Mining and Technology  
New Mexico State University  
Northeast Louisiana University  
Northwest State University of Louisiana  
Oklahoma State University  
Sam Houston State University  
Stephen F. Austin State University  
Texas A & I University  
Texas A & M University  
Texas Southern University  
Texas Tech University  
Texas Woman's University  
University of Arkansas  
University of Houston  
University of New Mexico  
University of New Orleans  
University of North Texas  
University of Oklahoma  
University of Southwestern Louisiana  
University of Texas at Arlington  
University of Texas at Austin  
University of Texas at Dallas  
University of Texas at El Paso



TABLE II (Continued)  
—DALLAS REGION—

**PRESIDENT OF A SYSTEM  
OF MULTI-CAMPUS  
INSTITUTIONS**

Rank	Salary
1	160,000
2	140,000
3	110,000
Average	136,667

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	168,000
2	155,000
3	137,000
4	135,000
5	122,000
6	115,000
7	114,000
8	114,000
9	111,510
10	110,458
11	110,000
12	106,576
13	102,160
14	101,200
15	100,128
16	97,200
17	88,400
18	83,555
19	77,308
20	77,308
21	77,308
22	77,308
23	62,160
24	62,118
Average	104,362

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	141,750
2	120,000
3	102,250
4	(100,000)
5	99,000
6	99,000
7	94,500
8	88,000
9	81,400
10	80,288
11	80,000
12	78,750
13	78,344
14	76,330
15	75,200
16	74,970
17	72,885
18	70,000
19	68,065
20	64,000
21	62,510
22	62,400
Average	84,984

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	124,400
2	(100,000)
3	95,365
4	84,750
5	51,110
Average	91,185

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	88,000
2	78,228
3	76,944
4	74,000
5	73,524
6	73,500
7	72,765
8	72,000
9	70,035
10	68,640
11	68,000
12	67,500
13	64,346
14	64,300
15	59,280
16	59,044
17	58,025
18	57,216
19	54,560
20	53,200
21	52,843
22	52,246
23	50,400
24	44,720
25	33,649
26	33,000
Average	62,306

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	( 60,908)
2	60,585
3	53,152

(Continued)

TABLE II (Continued)  
—DALLAS REGION—

(Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION

Rank	Salary
4	49,321
5	( 47,903)
6	43,989
7	42,000
8	40,687
9	40,000
10	40,000
11	39,270
12	36,750
13	35,000
14	34,889
15	33,996
16	32,130
17	30,000
Average	42,387

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

Rank	Salary
1	115,000
2	101,220
3	80,016
4	79,250
5	73,500
6	70,000
7	68,600
8	67,600
9	66,150
10	65,477
11	65,376
12	62,500
13	57,400
14	56,805
15	56,314
16	56,241

Rank	Salary
17	56,114
18	54,909
19	54,496
20	53,624
21	53,522
22	53,443
23	52,590
24	52,518
25	52,500
26	52,500
27	51,700
28	49,782
29	48,204
30	( 47,903)
31	47,352
32	47,087
33	46,176
34	43,946
35	42,230
36	42,115
37	41,513
Average	59,072

BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

Rank	Salary
1	109,200
2	106,700
3	98,000
4	97,000
5	94,500
6	90,000
7	88,295
8	85,000
9	84,457
10	84,426
11	84,000
12	82,000
13	81,127
14	80,068
15	79,800

Rank	Salary
16	76,674
17	76,330
18	76,125
19	74,917
20	72,885
21	66,612
22	66,001
23	64,293
24	63,440
25	63,000
26	58,000
Average	80,879

BUSINESS/FISCAL OFFICERS:  
CONTROLLER

Rank	Salary
1	79,673
2	75,000
3	71,715
4	70,875
5	68,004
6	67,000
7	66,700
8	60,422
9	58,800
10	54,685
11	51,136
12	51,110
13	48,880
14	47,944
15	( 46,767)
16	46,403
17	45,386
18	45,000
19	44,310
20	42,500
21	42,000
Average	56,396

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TABLE II (Continued)  
—DALLAS REGION—

**BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR**

Rank	Salary
1	51,900
2	49,660
3	46,494
4	44,752
5	44,000
6	42,224
7	41,388
8	40,950
9	39,819
10	37,236
11	34,816
12	31,921
13	28,000
14	26,796
15	26,796
16	25,967
17	25,200

Average 37,525

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	77,910
2	69,300
3	68,004
4	57,141
5	56,700
6	52,563
7	52,500
8	50,605
9	47,000
10	41,868
11	41,860
12	38,517

Rank	Salary
13	38,325
14	36,372
15	28,350
16	23,167

Average 48,761

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	63,630
2	62,600
3	58,396
4	53,372
5	48,300
6	47,943
7	46,908
8	46,725
9	45,150
10	( 45,000)
11	42,630
12	( 42,120)
13	42,120
14	41,293
15	40,872
16	40,080
17	40,000
18	40,000
19	38,610
20	38,326
21	37,128
22	36,999
23	36,744
24	35,380
25	31,000
26	30,202
27	27,905

Average 42,942

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	58,888
2	58,662
3	57,600
4	55,650
5	48,157
6	46,992
7	45,203
8	45,150
9	44,625
10	44,500
11	44,496
12	43,160
13	41,940
14	40,000
15	37,498
16	37,280
17	34,840
18	34,070
19	27,786

Average 44,553

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	77,910
2	66,150
3	63,710
4	59,600
5	55,849
6	50,400
7	47,138
8	( 46,767)
9	( 46,200)

(Continued)

TABLE II (Continued)  
—DALLAS REGION—

(Continued)

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
10	46,100
11	45,536
12	44,616
13	43,500
14	42,840
15	36,182
16	35,350
17	20,099

Average 48,703

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	50,616
2	47,250
3	( 46,200)
4	40,535
5	40,000
6	39,690
7	34,716
8	33,949
9	33,899
10	33,774
11	31,910
12	31,572
13	31,500
14	27,012
15	27,000
16	26,520
17	25,920
18	23,920
19	19,992

Average 33,999

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	62,800
2	59,850
3	59,115
4	55,125
5	55,000
6	54,944
7	54,080
8	52,000
9	51,408
10	51,331
11	50,400
12	48,878
13	47,680
14	47,200
15	46,767
16	46,300
17	( 45,000)
18	44,722
19	44,508
20	44,340
21	( 42,120)
22	41,808
23	41,475
24	39,579
25	31,500
26	25,594

Average 47,828

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	96,000
2	87,360
3	85,008
4	85,000
5	85,000
6	83,200
7	83,000

Rank	Salary
8	79,560
9	79,000
10	78,383
11	74,337
12	72,500
13	69,615
14	68,000
15	67,500
16	67,100
17	67,000
18	66,999
19	63,336
20	60,000
21	58,240

Average 75,054

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS**

Rank	Salary
1	75,628
2	64,200
3	61,793
4	57,768
5	56,700
6	55,110
7	53,040
8	52,000
9	49,342
10	49,229
11	48,825
12	48,425
13	48,000
14	47,959
15	46,250
16	44,387
17	44,108
18	43,610
19	42,640
20	36,972

Average 51,299

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TABLE II (Continued)  
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

Rank	Salary
1	53,655
2	51,160
3	49,000
4	48,300
5	46,200
6	41,184
7	40,500
8	38,325
9	34,300
10	33,262
11	32,484
12	27,920
13	25,634
14	21,161
15	18,200
Average	37,486

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

Rank	Salary
1	69,825
2	67,410
3	65,604
4	( 57,996)
5	56,368
6	54,599
7	52,211
8	52,130
9	( 52,000)
10	51,896
11	51,607
12	( 51,555)
13	50,614
14	47,507
15	46,000
16	43,500
17	41,664

Rank	Salary
18	41,500
19	40,425
20	40,265
21	( 39,900)
22	37,221
23	35,644
24	34,839
25	29,640
26	27,733
Average	47,679

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

Rank	Salary
1	64,020
2	59,137
3	58,443
4	58,000
5	( 57,996)
6	55,772
7	54,600
8	( 51,555)
9	48,254
10	48,000
11	47,956
12	47,852
13	47,290
14	47,261
15	47,000
16	46,800
17	44,273
18	44,061
19	43,841
20	41,600
21	41,600
22	( 39,900)
23	35,608
24	35,040
25	32,031
Average	47,916

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

Rank	Salary
1	61,104
2	52,500
3	52,247
4	51,660
5	49,500
6	49,229
7	47,700
8	46,800
9	46,700
10	46,010
11	45,007
12	44,100
13	43,534
14	42,116
15	41,808
16	37,536
17	36,913
18	36,750
19	36,101
20	35,188
21	34,371
22	33,819
23	32,760
24	31,500
25	29,114
26	29,000
27	27,994
Average	41,521

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

Rank	Salary
1	69,825
2	54,947
3	53,795

(Continued)

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TABLE II (Continued)  
—DALLAS REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

Rank	Salary
4	53,754
5	51,471
6	50,926
7	49,608
8	46,725
9	45,950
10	43,500
11	41,500
12	39,335
13	38,621
14	38,592
15	37,458
16	36,920
17	36,750
18	34,272
19	33,572
20	32,460
21	31,274
22	31,200
23	30,626
24	27,857
25	27,664
26	25,212

Average 40,916

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

Rank	Salary
1	85,170
2	,976
3	75,338
4	74,316
5	74,315
6	73,868
7	72,200
8	70,674

Rank	Salary
9	68,517
10	67,600
11	67,175
12	64,584
13	63,000
14	58,517
15	58,000
16	54,444
17	53,211
18	42,000
19	38,000
20	37,099
21	32,508
22	28,392
23	24,840

Average 59,206

OPERATIONS OFFICERS:  
EXECUTIVE VICE  
PRESIDENT

Rank	Salary
1	113,000
2	101,720
3	93,419

Average 102,713

OPERATIONS OFFICERS:  
ADMINISTRATIVE  
VICE PRESIDENT

Rank	Salary
1	94,500
2	82,891
3	82,866
4	76,330
5	72,963
6	71,118
7	63,000

Average 77,667

OPERATIONS OFFICERS:  
VICE PRES FOR INSTI-  
TUTIONAL PLANNING

Rank	Salary
1	80,400
2	72,723
3	65,000

Average 72,708

OPERATIONS OFFICERS:  
LEGAL COUNSEL

Rank	Salary
1	84,800
2	84,000
3	73,164
4	67,817
5	61,982
6	61,950
7	53,000
8	50,400
9	46,200

Average 64,813

OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT

Rank	Salary
1	69,300
2	64,575
3	61,950
4	60,606
5	60,600
6	60,442
7	60,000
8	60,000

(Continued)

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TABLE II (Continued)  
—DALLAS REGION—

(Continued)

OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT

Rank	Salary
9	58,968
10	56,250
11	53,967
12	50,898
13	50,000
14	50,000
15	39,520
16	34,074
17	31,460

Average 54,271

OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING

Rank	Salary
1	( 62,690)
2	62,300
3	55,783
4	50,000
5	41,080
6	39,508

Average 51,894

OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT

Rank	Salary
1	80,388
2	74,507
3	70,298
4	68,600
5	66,444
6	62,700

Rank	Salary
7	( 62,690)
8	61,425
9	58,800
10	57,550
11	55,651
12	53,808
13	53,400
14	53,195
15	52,671
16	50,736
17	50,440
18	50,400
19	48,451
20	47,658
21	47,400
22	44,129
23	41,837
24	40,705
25	38,616
26	36,627
27	31,516

Average 54,098

OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY

Rank	Salary
1	61,772
2	56,160
3	55,125
4	53,600
5	50,004
6	50,000
7	48,398
8	47,468

Rank	Salary
9	47,000
10	45,000
11	43,680
12	41,507
13	41,186
14	40,235
15	39,375
16	39,000
17	38,700
18	37,599
19	36,750
20	33,532
21	33,280
22	27,040
23	24,956

Average 43,103

PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT

Rank	Salary
1	87,349
2	82,891
3	80,000
4	73,080
5	( 72,000)
6	72,000
7	69,615
8	68,000
9	63,000
10	62,346
11	61,360
12	58,000
13	55,000
14	42,667

Average 67,665

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TABLE II (Continued)  
—DALLAS REGION—

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	95,000
2	63,000
3	60,000
4	56,000
5	52,682
6	50,400
7	50,358
8	49,920
9	49,000
10	48,810
11	47,500
12	47,500
13	43,595
14	42,629
15	38,361
16	38,328
17	37,884
18	36,750
19	35,257
20	29,120
21	26,624
Average	47,558

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS**

Rank	Salary
1	69,300
2	60,375
3	51,000
4	46,800
Average	56,869

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR  
DEVELOPMENT**

Rank	Salary
1	99,000
2	94,710
3	89,775
4	( 72,000)
Average	88,871

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	74,000
2	64,000
3	63,000
4	62,996
5	62,000
6	61,880
7	48,758
8	48,300
9	46,240
10	44,720
11	36,750
12	35,000
13	34,635

Average 52,483

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	65,199
2	63,000
3	60,757
4	59,000
5	55,650

Rank	Salary
6	53,640
7	51,350
8	48,837
9	46,016
10	43,955
11	41,475
12	39,520
13	37,094
14	36,400
15	34,320
16	33,845
17	31,952
18	24,650

Average 45,926

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION**

Rank	Salary
1	87,393
2	70,764
3	70,000
4	53,550
5	38,000

Average 63,941

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR  
RESEARCH**

Rank	Salary
1	97,760
2	93,000
3	90,000
4	90,000
5	84,500
6	71,508

Average 87,795

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—DALLAS REGION—

RESEARCH OFFICERS:  
VICE PRES FOR RESEARCH  
AND GRADUATE DEAN

Rank	Salary
1	105,840
2	92,400
3	85,280
4	85,008
5	79,019
6	76,450
7	71,605
8	69,000
Average	83,075

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)

Rank	Salary
1	97,361
2	73,923
3	65,666
4	65,000
5	64,050
6	63,000
7	60,300
8	57,834
9	50,989
10	50,960
11	48,636
12	43,575
13	41,769
14	39,520
15	39,110
16	36,563
17	36,400
18	34,909
19	34,335
20	25,596
Average	51,475

RESEARCH OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RESEARCH

Rank	Salary
1	63,600
2	55,000
3	54,768
4	54,600
5	53,200
6	52,650
7	52,416
8	50,400
9	48,300
10	47,250
11	46,800
12	45,000
13	42,328
14	41,073
15	40,560
16	38,910
17	( 32,506)
Average	48,198

DEANS:  
AGRICULTURE

Rank	Salary
1	159,000
2	96,495
3	93,600
4	85,280
5	82,586
6	81,400
7	74,000
8	55,317
9	54,080
Average	86,862

DEANS:  
ARCHITECTURE

Rank	Salary
1	111,000
2	99,228
3	85,000
4	80,000
5	77,000
6	76,000
7	75,711
8	73,600
9	64,644
10	47,840
Average	79,002

DEANS:  
ARTS AND SCIENCES

Rank	Salary
1	97,500
2	93,000
3	91,520
4	90,200
5	86,775
6	85,008
7	75,165
8	72,200
9	69,714
10	68,145
11	67,229
12	66,260
13	65,000
14	65,000
15	60,840
Average	76,904

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—DALLAS REGION—

DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

Rank	Salary
1	148,400
2	136,080
3	135,800
4	133,500
5	104,000
6	101,520
7	100,008
8	95,000
9	94,697
10	92,000
11	87,200
12	83,473
13	82,328
14	81,900
15	81,000
16	80,605
17	69,714
18	69,000
19	67,229
20	66,879
21	63,000
22	62,400
23	60,349
24	50,000

Average 89,420

DEANS:  
CONTINUING EDUCATION

Rank	Salary
1	85,000
2	73,600
3	68,900
4	68,000
5	65,021
6	60,860

Rank	Salary
7	60,375
8	55,000
9	50,049
10	40,000

Average 62,681

DEANS:  
EDUCATION

Rank	Salary
1	100,000
2	97,000
3	95,957
4	93,000
5	85,800
6	80,782
7	80,000
8	79,564
9	77,300
10	76,694
11	76,440
12	71,551
13	71,000
14	69,714
15	69,500
16	67,229
17	66,879
18	65,000
19	64,428
20	60,000
21	58,240
22	57,194
23	57,000
24	52,000
25	47,600

Average 72,795

DEANS:  
ENGINEERING

Rank	Salary
1	160,500
2	152,250
3	120,000
4	110,251
5	110,040
6	100,008
7	100,000
8	95,488
9	92,000
10	91,614
11	89,972
12	88,303
13	87,360
14	76,546
15	76,000
16	72,280
17	70,200
18	65,751

Average 97,698

DEANS:  
FINE ARTS

Rank	Salary
1	92,000
2	75,405
3	71,000
4	70,400
5	67,405
6	62,576

Average 73,131

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—DALLAS REGION—

DEANS:  
GRADUATE

Rank	Salary
1	105,700
2	96,800
3	88,500
4	88,000
5	85,008
6	81,500
7	80,151
8	74,359
9	71,789
10	69,000
11	( 67,000)
12	66,879
13	60,000
14	55,000
15	( 53,000)
16	52,299
17	51,815
18	42,500
19	41,640
Average	70,049

DEANS:  
HEALTH-RELATED  
PROFESSIONS

Rank	Salary
1	82,500
2	( 76,000)
3	67,360
4	67,160
5	61,000
Average	70,804

DEANS:  
HOME ECONOMICS

Rank	Salary
1	93,600
2	76,647
3	58,891
4	53,612
Average	70,688

DEANS:  
LAW

Rank	Salary
1	162,000
2	138,810
3	122,000
4	56,000
5	88,500
6	86,000
.	77,000
Average	110,043

DEANS:  
LIBERAL ARTS

Rank	Salary
1	118,000
2	108,360
3	85,100
4	73,000
5	67,062
6	64,480
Average	86,000

DEANS:  
LIBRARY SCIENCE

Rank	Salary
1	85,000
2	76,650
3	70,000
4	66,140
Average	74,446

DEANS:  
PUBLIC AFFAIRS

Rank	Salary
1	118,000
2	66,150
3	60,155
Average	81,435

DEANS:  
SCIENCE

Rank	Salary
1	123,000
2	117,528
3	101,116
4	98,500
5	89,100
6	77,057
7	77,000
8	73,761
9	55,669
10	55,000
Average	86,773

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989

TABLE II (Continued)  
—DALLAS REGION—

DEANS:  
SOCIAL WORK

Rank	Salary
1	100,000
2	80,250
3	77,100
4	68,049
Average	81,350

MEDICAL DEANS:  
NURSING

Rank	Salary
1	100,000
2	78,100
3	( 76,000)
4	70,000
5	67,731
6	55,351

Average 74,197

MEDICAL DEANS:  
VETERINARY  
MEDICINE

Rank	Salary
1	137,800
2	102,440
3	100,000
Average	113,413

DEANS:  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

Rank	Salary
1	106,832
2	80,000
3	71,050
4	63,000
5	62,232
6	56,312
Average	69,904

MEDICAL DEANS:  
PHARMACY

Rank	Salary
1	128,000
2	100,276
3	75,000
4	70,000
Average	93,319

UNIVERSITY OF KANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Colorado School of Mines  
Colorado State University  
Montana State University  
North Dakota State University  
South Dakota School of Mines and Technology  
South Dakota State University  
University of Colorado at Denver  
University of North Dakota  
University of Northern Colorado  
University of South Dakota  
University of Utah  
University of Wyoming  
Utah State University

TABLE II (Continued)  
—DENVER REGION—

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	123,424
2	110,000
3	107,568
4	106,300
5	106,164
6	92,880
7	89,804
8	80,000
9	79,500
10	79,100
11	76,000

**Average 95,522**

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	106,600
2	91,200
3	86,920
4	85,418
5	84,000
6	82,412
7	80,460
8	73,470
9	71,844
10	67,990
11	67,572
12	63,800

**Average 80,141**

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	98,616
2	95,500
3	85,000

**Average 93,039**

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	84,500
2	72,024
3	65,600
4	63,376
5	65,000
6	60,450
7	58,625
8	57,000
9	54,915
10	53,550
11	52,300
12	44,000
13	42,375

**Average 59,670**

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	55,750
2	48,000
3	( 45,000)
4	42,200
5	40,176
6	38,940
7	37,647
8	33,400
9	31,716
10	28,765
11	25,598

**Average 38,836**

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	79,700
2	73,400
3	71,448
4	60,436
5	60,038
6	57,800
7	56,540
8	55,234
9	54,587
10	51,150
11	47,864
12	47,780
13	41,397
14	40,899

**Average 57,020**

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90



TABLE II (Continued)  
—DENVER REGION—

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	85,000
2	83,800
3	76,608
4	74,560
5	74,200
6	72,950
7	72,500
8	56,484
9	46,274
Average	71,375

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	70,000
2	63,600
3	61,800
4	56,854
5	54,600
6	50,675
7	49,332
8	44,351
9	41,260
10	38,774
11	30,334
Average	51,053

**BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR**

Rank	Salary
1	56,400
2	42,545
3	32,500
Average	43,815

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	59,500
2	40,008
3	38,390
4	32,191
5	26,990
Average	39,416

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	54,400
2	51,400
3	44,500
4	42,050
5	41,250
6	37,809
7	34,056
8	32,875
9	27,552
10	24,754
Average	39,065

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	54,228
2	46,700
3	46,000
4	37,716
5	35,560
6	31,750
7	31,000
8	22,594
Average	38,194

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	74,900
2	65,500
3	59,500
4	58,087
5	57,924
6	55,020
7	53,150
8	46,592
9	38,620
10	24,067
Average	53,336

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—DENVER REGION—

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	( 56,268)
2	46,115
3	43,000
4	30,432
5	28,500
6	28,123
7	27,400
Average	37,120

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	62,840
2	59,700
3	58,400
4	( 56,268)
5	55,020
6	52,000
7	( 45,000)
8	44,304
9	39,136
10	38,820
11	33,472
12	30,002
Average	47,914

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	85,300
2	74,250
3	68,500
4	67,100
5	66,700
6	64,608
7	63,283
8	61,600
9	58,348
10	58,000
11	47,320
Average	65,001

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS**

Rank	Salary
1	51,460
2	50,000
3	46,704
4	44,400
5	43,850
Average	47,283

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

Rank	Salary
1	58,116
2	38,016
3	35,330
Average	43,821

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

Rank	Salary
1	55,500
2	50,500
3	50,000
4	49,450
5	47,250
6	47,130
7	45,432
8	42,764
9	38,573
10	36,400
11	31,558
12	31,380
13	28,242
Average	42,629

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

Rank	Salary
1	53,000
2	51,385
3	50,000
4	49,200
5	42,952
6	42,864
7	41,671
8	37,682
9	34,300
10	34,147
11	31,481
Average	42,607

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—DENVER REGION—

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

Rank	Salary
1	59,000
2	52,920
3	47,950
4	47,000
5	41,124
6	40,728
7	40,000
8	39,700
9	37,929
10	33,000
11	31,380
12	31,185
13	28,033

**Average 40,765**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

Rank	Salary
1	60,600
2	48,831
3	47,694
4	47,300
5	45,848
6	42,480
7	40,040
8	36,958
9	36,562
10	36,156
11	31,442
12	20,494

**Average 41,200**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

Rank	Salary
1	83,680
2	83,164
3	74,508
4	66,500
5	56,992
6	51,771
7	49,600
8	34,378

**Average 62,574**

**OPERATIONS OFFICERS:  
ADMINISTRATIVE  
VICE PRESIDENT**

Rank	Salary
1	90,000
2	78,150
3	70,300
4	64,600
5	62,760
6	56,484

**Average 70,382**

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

Rank	Salary
1	95,800
2	80,304
3	60,000
4	39,000

**Average 68,776**

**OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT**

Rank	Salary
1	56,544
2	53,000
3	44,100
4	36,000
5	34,283

**Average 44,785**

**OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING**

Rank	Salary
1	71,100
2	58,000
3	51,588
4	33,900

**Average 53,647**

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT**

Rank	Salary
1	69,500
2	61,250
3	60,000
4	53,300
5	52,728
6	50,410
7	50,400
8	44,978
9	44,257
10	42,300
11	36,337

**Average 51,405**

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—DENVER REGION—

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY**

Rank	Salary
1	56,200
2	48,732
3	43,000
4	34,815
5	29,800
6	26,434
7	26,150
8	25,105

Average 36,280

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT**

Rank	Salary
1	84,000
2	74,400
3	74,250
4	72,048

Average 76,175

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	62,000
2	59,407
3	50,004
4	50,000
5	49,440
6	49,000
7	48,883
8	48,800
9	32,322
10	26,953

Average 47,681

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	63,600
2	46,000
3	40,000
4	38,736
5	35,000

Average 44,667

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	62,692
2	52,200
3	40,872
4	40,000
5	38,500
6	37,788
7	36,430
8	34,884

Average 42,921

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION**

Rank	Salary
1	86,500
2	74,520
3	73,600
4	67,764
5	55,000
6	32,425

Average 64,968

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR  
RESEARCH**

Rank	Salary
1	81,000
2	79,000
3	77,460
4	73,000
5	69,689
6	60,000

Average 73,358

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)**

Rank	Salary
1	66,000
2	63,500
3	59,250
4	57,630
5	55,649
6	54,540
7	40,657
8	38,700

Average 54,491

**RESEARCH OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RESEARCH**

Rank	Salary
1	59,900
2	56,400
3	52,950
4	37,500
5	33,837
6	25,713

Average 44,383

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—DENVER REGION—

DEANS:  
AGRICULTURE

Rank	Salary
1	85,600
2	77,200
3	75,898
4	73,300
5	71,600
6	63,808
Average	74,566

DEANS:  
ARCHITECTURE

Rank	Salary
1	84,800
2	62,520
3	( 60,000)
Average	69,107

DEANS:  
ARTS AND SCIENCES

Rank	Salary
1	86,100
2	84,800
3	73,000
4	66,000
5	62,760
6	60,000
7	59,099
Average	70,251

DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

Rank	Salary
1	99,300
2	98,182
3	96,761
4	78,756
5	73,500
6	72,600
7	70,000
8	66,933
9	63,790
Average	79,980

DEANS:  
CONTINUING EDUCATION

Rank	Salary
1	73,091
2	62,128
3	60,000
4	57,372
5	50,000
6	49,162
7	48,830
8	48,110
9	45,689
Average	54,931

DEANS:  
EDUCATION

Rank	Salary
1	85,334
2	83,500
3	78,000
4	69,818
5	68,000

Rank	Salary
6	68,000
7	64,000
8	63,790
9	60,878
10	54,915
Average	69,624

DEANS:  
ENGINEERING

Rank	Salary
1	114,200
2	93,600
3	79,860
4	( 78,200)
5	75,600
6	74,583
7	73,200
8	69,448
9	60,668
Average	79,929

DEANS:  
FINE ARTS

Rank	Salary
1	73,000
2	60,410
3	( 60,000)
4	59,420
5	55,021
Average	61,570

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TABLE II (Continued)  
—DENVER REGION—

**DEANS:  
GRADUATE**

Rank	Salary
1	82,667
2	80,500
3	80,000
4	73,000
5	72,750
6	72,400
7	70,200
8	69,312
9	60,000
10	58,995
11	55,649
Average	70,498

**DEANS:  
HEALTH-RELATED  
PROFESSIONS**

Rank	Salary
1	74,112
2	67,875
3	62,700
Average	68,229

**DEANS:  
HOME ECONOMICS**

Rank	Salary
1	90,100
2	74,400
3	55,462
Average	73,321

**DEANS:  
HUMANITIES**

Rank	Salary
1	75,600
2	70,000
3	68,500
Average	71,367

**DEANS:  
LAW**

Rank	Salary
1	136,000
2	91,692
3	88,910
4	83,000
Average	99,901

**DEANS:  
SCIENCE**

Rank	Salary
1	104,640
2	86,400
3	( 70,000)
4	68,000
Average	82,260

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	125,000
2	94,354
3	91,913
Average	103,756

**MEDICAL DEANS:  
NURSING**

Rank	Salary
1	84,000
2	70,697
3	65,880
4	62,238
Average	70,704

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**TABLE II (Continued)**

**A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-KANSAS CITY REGION-**

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University  
Iowa State University of Science and  
Technology  
Kansas State University  
University of Iowa  
University of Kansas at Lawrence  
University of Missouri - Columbia  
University of Missouri - Kansas City  
University of Missouri - Rolla  
University of Missouri - St. Louis  
University of Nebraska - Lincoln  
University of Nebraska at Omaha  
University of Northern Iowa  
Wichita State University



**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	151,580
2	143,000
3	118,800
4	115,000
5	114,500
6	110,500
7	107,000
8	105,000
9	104,700
10	104,700
11	101,900
12	99,789
Average	114,706

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	126,000
2	106,000
3	97,000
4	95,000
5	93,500
6	92,650
7	91,900
8	91,500
9	90,235
Average	98,198

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	131,000
2	101,892

Rank	Salary
3	94,930
4	78,046
Average	101,467

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	105,000
2	90,000
3	83,000
4	81,100
5	74,304
6	70,500
7	66,800
8	66,000
9	62,000
10	60,900
11	59,500
12	58,600
Average	73,142

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	74,500
2	58,000
3	56,295
4	52,550
5	51,360
6	51,150
7	50,424
8	50,277
9	48,442
10	45,000
11	28,000
Average	51,454

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	93,392
2	90,660
3	84,000
4	79,236
5	76,520
6	73,500
7	72,500
8	70,000
9	68,500
10	66,200
11	62,800
12	57,950
13	57,083
14	56,440
15	56,000
16	53,175
17	49,230
Average	68,776

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	127,600
2	115,300
3	100,500
4	93,228
5	92,500
6	89,000
7	86,000
8	73,500
9	( 77,650)
10	75,500
11	73,684
12	70,200
Average	90,055

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**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	78,500
2	74,480
3	69,000
4	66,840
5	63,750
6	58,062
7	58,000
8	57,348
9	52,400
Average	64,264

**BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR**

Rank	Salary
1	63,800
2	51,750
3	49,000
4	35,365
5	34,720
6	33,800
Average	44,739

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	67,000
2	58,803
3	55,000
4	48,400
Average	57,301

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	68,000
2	54,433
3	53,807
4	50,670
5	48,865
6	46,452
7	45,000
8	43,000
9	42,783
10	42,000
11	38,069
12	36,750
Average	47,486

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	61,790
2	48,300
3	48,300
4	48,200
5	46,250
6	34,205
7	29,750
Average	45,256

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	69,200
2	62,888
3	58,000
4	57,450

Rank	Salary
5	55,452
6	54,000
7	52,600
8	51,110
9	44,300
10	42,750
Average	54,775

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	54,207
2	53,563
3	51,850
4	42,590
5	41,100
6	37,500
7	35,300
8	34,960
9	34,934
10	28,500
11	23,539
Average	39,822

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	65,300
2	61,300
3	61,000
4	58,000
5	57,462
6	54,000
7	52,900
8	52,056

(Continued)

**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

(Continued)

**BUSINESS/FISCAL OFFICERS:**  
**DIRECTOR OF PERSONNEL**

Rank	Salary
9	51,000
10	49,350
11	47,962
12	45,500
13	44,000
<b>Average</b>	<b>53,833</b>

**STUDENT AFFAIRS OFFICERS:**  
**DEAN OF INTERNATIONAL STUDENTS**

Rank	Salary
1	75,000
2	59,367
3	46,000
4	42,000
5	38,050
6	29,294

**Average**      **48,285**

Rank	Salary
5	( 55,757)
6	50,807
7	50,000
8	48,276
9	42,975
10	42,600
11	40,300
<b>Average</b>	<b>52,089</b>

**STUDENT AFFAIRS OFFICERS:**  
**VICE PRESIDENT FOR STUDENT AFFAIRS**

Rank	Salary
1	98,700
2	93,500
3	87,000
4	87,000
5	82,000
6	81,675
7	80,000
8	75,200
9	73,700
10	73,300
11	70,308
12	70,000
13	68,005
<b>Average</b>	<b>80,030</b>

**STUDENT AFFAIRS OFFICERS:**  
**DIRECTOR OF ADMISSIONS**

Rank	Salary
1	63,176
2	60,000
3	( 60,000)
4	55,911
5	( 55,757)
6	53,100
7	51,732
8	50,250
9	50,000
10	47,209
11	46,769
12	43,100
13	42,200

**Average**      **52,246**

**STUDENT AFFAIRS OFFICERS:**  
**DIRECTOR OF FINANCIAL AID**

Rank	Salary
1	( 60,000)
2	58,300
3	55,000
4	54,875
5	52,022
6	48,039
7	47,520
8	43,460
9	43,200
10	43,000
11	40,112
12	33,004
<b>Average</b>	<b>48,211</b>

**STUDENT AFFAIRS OFFICERS:**  
**DEAN OF STUDENT AFFAIRS**

Rank	Salary
1	64,200
2	64,000
3	60,000
4	60,000
5	55,520
<b>Average</b>	<b>60,744</b>

**STUDENT AFFAIRS OFFICERS:**  
**REGISTRAR**

Rank	Salary
1	65,720
2	64,174
3	56,200
4	56,173

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TABLE II (Continued)  
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

Rank	Salary
1	75,600
2	64,950
3	61,300
4	60,000
5	56,380
6	51,852
7	41,075
8	40,000
9	32,900
Average	53,784

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

Rank	Salary
1	115,000
2	94,594
3	67,767
4	63,880
5	59,000
6	49,251
7	42,816
8	34,481
9	28,134
Average	61,658

OPERATIONS OFFICERS:  
VICE PRES FOR INSTI-  
TUTIONAL PLANNING

Rank	Salary
1	82,100
2	81,546
3	62,217
Average	75,288

OPERATIONS OFFICERS:  
LEGAL COUNSEL

Rank	Salary
1	73,700
2	67,500
3	56,292
Average	65,831

OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT

Rank	Salary
1	84,450
2	81,750
3	80,000
4	74,304
5	73,000
6	69,500
7	57,240
8	47,300
9	38,000
Average	67,283

OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING

Rank	Salary
1	57,000
2	54,400
3	52,175
4	50,000
5	45,611
Average	51,837

OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT

Rank	Salary
1	77,400
2	68,850
3	68,500
4	66,319
5	64,800
6	64,400
7	63,400
8	59,500
9	57,000
10	57,000
11	56,391
12	56,000
Average	63,297

OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY

Rank	Salary
1	54,888
2	50,000
3	49,800
4	47,900
5	47,570
6	46,000
7	41,809
8	41,300
9	35,475
10	33,006
Average	44,775

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT**

Rank	Salary
1	95,580
2	90,000
3	70,057
<b>Average</b>	<b>85,212</b>

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR  
DEVELOPMENT**

Rank	Salary
1	86,500
2	83,500
3	75,500
4	68,075
<b>Average</b>	<b>78,394</b>

**RESEARCH OFFICERS:  
VICE PRES FOR RESEARCH  
AND GRADUATE DEAN**

Rank	Salary
1	98,000
2	88,152
3	84,350
<b>Average</b>	<b>90,167</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	68,000
2	60,200
3	59,700
4	56,000
5	52,800
6	49,951
7	45,611
8	43,000
9	43,000
10	42,993
11	38,736
<b>Average</b>	<b>50,908</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	74,000
2	55,561
3	50,448
4	43,680
5	38,538
<b>Average</b>	<b>52,445</b>

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)**

Rank	Salary
1	92,500
2	78,300
3	75,175
4	61,972
5	55,343
6	46,608
7	46,440
8	42,775
9	36,000
10	31,854
<b>Average</b>	<b>56,697</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS**

Rank	Salary
1	73,500
2	72,500
3	64,200
4	64,008
5	63,800
6	62,300
<b>Average</b>	<b>66,718</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	72,450
2	65,240
3	58,000
4	58,000
5	54,000
6	53,000
7	49,500
8	48,500
9	43,200
10	36,364
<b>Average</b>	<b>53,825</b>

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

**RESEARCH OFFICERS:**  
**DIRECTOR OF INSTI-**  
**TUTIONAL RESEARCH**

Rank	Salary
1	68,200
2	60,680
3	60,500
4	57,000
5	53,000
6	48,000
7	47,600
8	46,675
9	44,334
10	40,500
11	33,000
Average	50,863

**DEANS:**  
**AGRICULTURE**

Rank	Salary
1	100,500
2	99,500
3	98,000
4	93,500
Average	97,875

**DEANS:**  
**ARCHITECTURE**

Rank	Salary
1	84,000
2	81,500
3	77,450
Average	80,983

**DEANS:**  
**ARTS AND SCIENCES**

Rank	Salary
1	130,000
2	100,000
3	95,000
4	91,500
5	87,200
6	87,000
7	86,500
8	82,500
9	81,541
10	80,000
11	77,000
12	68,102
Average	88,862

**DEANS:**  
**BUSINESS/INDUSTRIAL**  
**MANAGEMENT**

Rank	Salary
1	126,400
2	100,000
3	99,000
4	95,000
5	92,500
6	89,052
7	87,400
8	80,000
9	79,500
10	75,250
11	69,864
Average	89,906

**DEANS:**  
**CONTINUING EDUCATION**

Rank	Salary
1	113,400
2	85,000
3	83,000
4	80,546
5	78,250
6	70,500
7	70,108
8	62,500
9	59,000
	57,100
Average	75,940

**DEANS:**  
**EDUCATION**

Rank	Salary
1	105,250
2	90,000
3	89,750
4	87,024
5	84,450
6	84,000
7	82,500
8	82,000
9	81,741
10	72,900
11	72,500
12	67,253
Average	83,281

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TABLE II (Continued)  
—KANSAS CITY REGION—

**DEANS:  
ENGINEERING**

Rank	Salary
1	128,000
2	108,500
3	106,000
4	98,500
5	94,400
6	92,500
7	90,768
8	90,000
Average	101,084

**DEANS:  
FINE ARTS**

Rank	Salary
1	77,450
2	71,500
3	70,000
Average	72,983

**DEANS:  
GRADUATE**

Rank	Salary
1	120,850
2	84,870
3	83,450
4	81,935
5	75,000
6	75,000
7	66,800
8	63,917
9	62,000
Average	79,314

**DEANS:  
HOME ECONOMICS**

Rank	Salary
1	98,000
2	88,500
3	85,728
4	76,500
Average	87,182

**DEANS:  
JOURNALISM/  
COMMUNICATION**

Rank	Salary
1	85,000
2	81,000
3	73,150
Average	79,717

**DEANS:  
LAW**

Rank	Salary
1	123,200
2	115,000
3	109,500
4	85,000
5	84,000
Average	103,340

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	246,400
2	175,500
3	58,150
Average	160,017

**MEDICAL DEANS:  
NURSING**

Rank	Salary
1	105,500
2	80,000
3	77,536
4	63,750
Average	81,702

**MEDICAL DEANS:  
PHARMACY**

Rank	Salary
1	111,500
2	85,850
3	80,000
Average	92,450

**MEDICAL DEANS:  
VETERINARY  
MEDICINE**

Rank	Salary
1	105,000
2	93,612
3	88,500
Average	95,704

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The eleven participating universities from these combined regions are as follows:

City University of New York  
Graduate School and University Center  
New Jersey Institute of Technology  
State University of New York - Binghamton  
State University of New York - Buffalo  
State University of New York -  
Environmental Science  
State University of New York - Stony Brook  
University of Connecticut  
University of Lowell  
University of Massachusetts  
University of New Hampshire  
University of Vermont

**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	148,785
2	127,000
3	126,800
4	126,000
5	126,800
6	116,550
7	110,000
8	108,999
9	104,000
10	99,225
11	96,813

**Average 117,434**

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	106,000
2	95,000
3	94,778
4	93,266
5	90,000

**Average 95,809**

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	126,000
2	121,900
3	117,500
4	110,000
5	94,264

**Average 113,933**

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	98,110
2	91,000
3	86,594
4	82,430
5	78,078
6	77,898
7	75,000
8	63,310

**Average 81,553**

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	78,273
2	72,000
3	69,500
4	64,253
5	51,323
6	49,350
7	37,451
8	34,680

**Average 57,104**

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	89,600
2	89,500
3	89,000
4	88,978
5	86,500
6	77,000

Rank	Salary
7	74,331
8	72,842
9	65,860
10	57,174
11	45,255

**Average 76,004**

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	112,000
2	105,000
3	103,000
4	98,000
5	92,882
6	91,000
7	86,938
8	85,000
9	81,000

**Average 94,980**

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	89,610
2	88,000
3	82,430
4	76,000
5	67,736
6	66,348
7	60,000
8	( 58,000)
9	55,000
10	54,180

**Average 69,730**

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued.)  
—NEW YORK AND BOSTON REGION—

**BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR**

Rank	Salary
1	72,000
2	65,875
3	58,127
4	( 58,000)
5	50,843
6	47,880
7	46,233

**Average 56,994**

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	72,190
2	( 58,000)
3	39,450

**Average 56,547**

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	66,900
2	( 58,000)
3	56,700
4	56,116
5	54,000
6	51,322
7	49,410
8	48,500
9	46,310
10	44,245

**Average 53,150**

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	68,171
2	62,374
3	60,000
4	( 58,000)
5	51,769
6	51,271
7	45,000

**Average 56,655**

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	83,781
2	76,457
3	70,874
4	70,319
5	67,800
6	( 58,000)
7	55,850
8	54,689
9	52,840
10	51,999

**Average 64,261**

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	59,522
2	( 58,000)
3	57,367
4	49,166
5	45,345
6	44,363

Rank	Salary
7	44,325
8	30,500

**Average 48,574**

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	73,307
2	72,420
3	72,219
4	66,250
5	65,000
6	65,000
7	62,291
8	58,700
9	58,000
10	56,084

**Average 64,927**

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	100,000
2	97,801
3	89,640
4	85,000
5	84,636
6	82,430
7	74,023

**Average 87,647**

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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS**

Rank	Salary
1	87,000
2	84,238
3	77,708
4	69,550
5	59,500
6	45,403
<b>Average</b>	<b>70,567</b>

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

Rank	Salary
1	70,222
2	59,499
3	44,312
4	40,494
<b>Average</b>	<b>53,632</b>

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

Rank	Salary
1	66,150
2	65,500
3	64,809
4	62,694
5	62,449
6	60,974
7	59,500
8	55,238
9	52,968
10	51,323
<b>Average</b>	<b>60,161</b>

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

Rank	Salary
1	66,310
2	64,270
3	63,333
4	61,686
5	60,596
6	57,671
7	55,000
8	55,000
9	53,517
10	51,468
11	42,434
<b>Average</b>	<b>57,390</b>

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

Rank	Salary
1	63,597
2	57,596
3	57,404
4	56,720
5	52,930
6	51,323
7	50,085
8	48,703
9	48,546
10	46,759
11	43,050
<b>Average</b>	<b>52,428</b>

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

Rank	Salary
1	80,894
2	71,315

Rank	Salary
3	63,901
4	62,250
5	59,038
6	57,880
7	57,851
8	48,650
9	39,120
10	35,431
<b>Average</b>	<b>57,633</b>

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

Rank	Salary
1	111,724
2	98,446
3	98,000
4	87,000
5	78,050
6	66,369
7	42,870
8	36,225
<b>Average</b>	<b>77,336</b>

**OPERATIONS OFFICERS:  
ADMINISTRATIVE  
VICE PRESIDENT**

Rank	Salary
1	103,000
2	96,867
3	94,340
4	85,000
5	84,270
<b>Average</b>	<b>92,695</b>

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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

Rank	Salary
1	92,220
2	74,290
3	60,000
<b>Average</b>	<b>75,503</b>

**OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT**

Rank	Salary
1	100,981
2	87,500
3	84,315
4	76,426
5	72,168
6	68,356
7	62,277
8	62,000
9	54,940
10	50,533
<b>Average</b>	<b>71,950</b>

**OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING**

Rank	Salary
1	93,300
2	80,940
3	68,130
4	68,047
5	61,732
6	60,500
<b>Average</b>	<b>72,108</b>

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT**

Rank	Salary
1	83,500
2	83,005
3	75,000
4	73,131
5	68,800
6	61,491
7	58,428
8	58,000
9	54,250
10	52,000
<b>Average</b>	<b>66,761</b>

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY**

Rank	Salary
1	74,331
2	70,500
3	70,200
4	70,041
5	61,368
6	57,700
7	54,405
8	49,150
9	47,400
10	44,890
<b>Average</b>	<b>59,999</b>

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT**

Rank	Salary
1	103,000
2	95,757
3	87,414

Rank	Salary
4	92,539
5	73,300
<b>Average</b>	<b>88,402</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	82,430
2	78,000
3	67,626
4	60,500
5	56,000
6	52,300
7	52,237
<b>Average</b>	<b>64,156</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS**

Rank	Salary
1	66,000
2	64,776
3	48,432
4	47,783
<b>Average</b>	<b>56,748</b>

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR  
DEVELOPMENT**

Rank	Salary
1	110,000
2	90,100
3	85,780
<b>Average</b>	<b>95,293</b>

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TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	85,085
2	67,449
3	60,000
4	59,000
Average	67,884

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	70,560
2	50,556
3	48,854
4	46,200
5	44,245
6	42,945
7	39,663
8	30,594
Average	46,702

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION**

Rank	Salary
1	88,257
2	86,915
3	73,920
4	55,000
Average	76,023

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR  
RESEARCH**

Rank	Salary
1	105,000
2	89,403
3	86,400
4	85,000
5	72,474
Average	87,655

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)**

Rank	Salary
1	79,235
2	69,778
3	69,058
4	68,210
5	66,184
6	58,311
7	48,367
8	47,280
Average	63,303

**RESEARCH OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RESEARCH**

Rank	Salary
1	79,284
2	66,310
3	63,911
4	61,360
5	60,034
6	60,000
7	59,000
8	51,881

Rank	Salary
9	50,782
10	46,604

Average	59,917
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**DEANS:  
AGRICULTURE**

Rank	Salary
1	108,896
2	98,500
3	92,000
4	81,750

Average	95,287
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**DEANS:  
ARTS AND SCIENCES**

Rank	Salary
1	112,007
2	84,878
3	72,000

Average	89,628
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**DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

Rank	Salary
1	114,000
2	112,007
3	99,500
4	95,000
5	91,000
6	84,278
7	76,000

Average	95,969
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TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

**DEANS:  
CONTINUING EDUCATION**

Rank	Salary
1	83,574
2	82,181
3	80,497
4	73,300
5	68,000
6	60,623
7	60,023
8	59,000
Average	70,900

**DEANS:  
EDUCATION**

Rank	Salary
1	98,566
2	98,500
3	87,000
4	85,000
5	80,000
6	73,278
Average	87,057

**DEANS:  
ENGINEERING**

Rank	Salary
1	125,458
2	120,000
3	112,993
4	108,478
5	101,000
6	97,778
7	95,457
8	89,907
9	86,000
10	78,557
11	71,997
12	56,457
Average	95,340

**DEANS:  
GRADUATE**

Rank	Salary
1	109,293
2	105,309
3	102,362
4	89,246
5	79,000
6	77,000
7	( 70,639)
8	70,000
9	65,520
Average	85,374

**DEANS:  
HEALTH-RELATED  
PROFESSIONS**

Rank	Salary
1	97,500
2	91,495
3	88,200
4	85,105
5	85,000
6	80,649
Average	87,992

**DEANS:  
SCIENCE**

Rank	Salary
1	110,997
2	98,743
3	82,159
Average	97,300

**DEANS:  
SOCIAL WORK**

Rank	Salary
1	97,402
2	94,500
3	81,176
Average	91,026

**MEDICAL DEANS:  
DENTISTRY**

Rank	Salary
1	128,000
2	125,000
3	110,087
Average	121,029

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	248,745
2	172,000
3	161,000
4	101,500
Average	170,811

**MEDICAL DEANS:  
NURSING**

Rank	Salary
1	96,000
2	89,895
3	85,000
4	79,857
5	78,428
Average	85,836

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

College of William and Mary  
Indiana University of Pennsylvania  
Morgan State University  
Old Dominion University  
University of Delaware  
University of Maryland at Baltimore  
University of Maryland at College Park  
University of Virginia  
Virginia Commonwealth University  
Virginia Polytechnic Institute  
and State University  
West Virginia University

TABLE II (Continued)  
—PHILADELPHIA REGION—

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	143,378
2	143,378
3	143,377
4	129,710
5	127,440
6	125,489
7	122,000
8	108,790
9	97,108
10	91,831
11	84,800

Average 119,755

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	123,000
2	111,300
3	93,400
4	85,600
5	( 77,695)

Average 98,199

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	125,000
2	120,500
3	116,000
4	97,500
5	83,076
6	( 77,695)

Average 103,295

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	91,100
2	85,350
3	84,500
4	78,469
5	78,000
6	72,400
7	72,000
8	71,700
9	54,293
10	50,490

Average 73,830

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	75,000
2	67,000
3	53,700
4	51,300
5	51,000
6	50,350
7	47,500
8	42,357

Average 54,776

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	102,850
2	97,000
3	89,300
4	88,452
5	77,000

Rank	Salary
6	76,000
7	75,600
8	73,000
9	72,500
10	72,000
11	64,598
12	60,750
13	58,416
14	55,655
15	51,555
16	50,498
17	46,526

Average 71,276

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	124,500
2	110,000
3	95,500
4	( 89,300)
5	80,699
6	75,000
7	71,919

Average 92,417

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TABLE II (Continued)  
—PHILADELPHIA REGION—

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	78,600
2	75,800
3	70,000
4	69,600
5	68,081
6	61,000
7	60,444
8	58,800
9	54,541
10	47,568
11	44,295

**Average 62,612**

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	71,978
2	62,475
3	52,904
4	52,162
5	52,162
6	48,250
7	42,022
8	39,935
9	39,071
10	30,557
11	28,232

**Average 47,250**

Rank	Salary
3	74,000
4	64,400
5	63,700
6	61,250
7	60,000
8	46,289
9	45,824
10	43,480
11	34,709
<b>Average</b>	<b>61,523</b>

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	53,000
2	48,644
3	43,654
4	41,748
5	37,918
6	31,959
7	31,661
8	29,230
9	27,965
10	26,213
<b>Average</b>	<b>37,199</b>

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	82,300
2	76,000
3	75,000
4	73,642
5	54,200
6	47,578
7	45,000
<b>Average</b>	<b>64,817</b>

**BUSINESS/FISCAL OFFICERS:  
TREASURER OR BURSAR**

Rank	Salary
1	101,500
2	97,500
3	91,000
4	63,500
5	59,917
6	56,000
7	43,654
8	39,935
9	39,510
10	38,195
11	37,450
12	31,200

**Average 58,280**

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	74,500
2	70,800
3	64,785
4	64,500
5	62,348
6	54,541
7	49,220
8	46,217
9	40,884
10	27,694

**Average 55,549**

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	97,100
2	85,996

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TABLE II (Continued)  
—PHILADELPHIA REGION—

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	101,000
2	93,800
3	91,000
4	87,100
5	81,700
6	80,000
7	78,000
8	72,829
9	61,048
10	48,400
Average	79,488

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS**

Rank	Salary
1	70,000
2	63,100
3	62,880
4	50,000
5	49,000
6	44,052
7	36,100
Average	53,590

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

Rank	Salary
1	91,400
2	90,000
3	88,000
4	54,100
5	53,079

Rank	Salary
6	35,498
7	30,557
8	27,312

Average 58,743

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

Rank	Salary
1	67,000
2	66,000
3	65,000
4	64,000
5	63,288
6	59,051
7	53,800
8	53,000
9	46,000
10	42,300

Average 57,944

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

Rank	Salary
1	69,215
2	66,800
3	65,700
4	59,200
5	51,000
6	50,300
7	50,100
8	45,000
9	37,060

Average 54,931

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

Rank	Salary
1	69,725
2	65,200
3	60,400
4	59,350
5	57,100
6	54,232
7	53,300
8	50,184
9	49,105
10	46,650
11	40,000

Average 55,022

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

Rank	Salary
1	63,000
2	57,200
3	56,650
4	48,360
5	47,500
6	45,768
7	43,654
8	42,483
9	40,920
10	40,550
11	37,500

Average 47,599

TABLE II (Continued)  
- PHILADELPHIA REGION -

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

Rank	Salary
1	109,000
2	101,115
3	78,670
4	77,099
5	76,236
6	75,000
7	61,673
8	50,848
9	42,000
10	41,065
Average	71,271

**OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT**

Rank	Salary
1	98,000
2	91,500
3	91,000
4	74,300
5	67,500
6	61,000
7	57,000
8	48,000
9	44,748
Average	70,339

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT**

Rank	Salary
1	86,250
2	79,125
3	74,100
4	73,100
5	70,473
6	59,336
7	57,300
8	48,156
9	47,171
Average	66,112

**OPERATIONS OFFICERS:  
ADMINISTRATIVE  
VICE PRESIDENT**

Rank	Salary
1	115,500
2	115,000
3	111,300
4	108,000
5	93,500
6	( 39,300)
Average	105,433

**OPERATIONS OFFICERS:  
VICE PRESIDENT FOR  
FACILITIES**

Rank	Salary
1	99,360
2	76,000
3	73,020
4	70,200
Average	79,645

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY**

Rank	Salary
1	72,200
2	65,000
3	61,083
4	58,686
5	52,000
6	39,935
7	38,976
8	37,649
9	36,600

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

Rank	Salary
1	90,500
2	81,200
3	76,850
4	75,600
5	74,200
6	69,850
7	54,636
Average	74,691

**OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING**

Rank	Salary
1	80,000
2	60,000
3	55,400
4	54,295
5	48,000
6	41,880
7	33,407
Average	53,283

Average 51,348

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TABLE II (Continued)  
—PHILADELPHIA REGION—

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT**

Rank	Salary
1	(119,450)
2	90,100
3	89,600
4	89,500
5	86,000
6	77,880
7	66,600
8	66,340
Average	85,684

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	88,500
2	80,500
3	76,000
4	70,200
5	66,073
6	51,495
7	49,600
Average	68,910

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)**

Rank	Salary
1	89,200
2	78,525
3	77,400
4	72,000
5	58,714
6	53,000
7	51,581
8	49,452
9	47,711
Average	64,176

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	( 67,100)
2	66,100
3	59,000
4	56,601
5	56,263
6	49,000
7	46,286
8	36,704
Average	54,632

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	70,000
2	54,000
3	50,943
4	47,250
5	44,520
6	41,200
7	36,750
8	32,256
Average	47,115

**RESEARCH OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RESEARCH**

Rank	Salary
1	84,525
2	63,000
3	59,500
4	56,600
5	56,300
6	54,000
7	53,000
8	49,000
9	43,236
Average	57,685

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS**

Rank	Salary
1	70,000
2	57,490
3	52,249
Average	59,913

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR  
RESEARCH**

Rank	Salary
1	112,300
2	112,000
3	83,000
Average	102,433

**DEANS:  
AGRICULTURE**

Rank	Salary
1	109,290
2	105,100
3	84,075
4	76,380
Average	93,711

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TABLE II (Continued)  
—PHILADELPHIA REGION—

DEANS:  
ARCHITECTURE

Rank	Salary
1	96,800
2	88,000
3	85,000
Average	89,933

DEANS:  
ARTS AND SCIENCES

Rank	Salary
1	98,850
2	98,000
3	90,000
4	88,500
5	87,400
6	72,792
7	72,150
Average	86,813

DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

Rank	Salary
1	118,000
2	116,500
3	109,450
4	106,400
5	100,900
6	90,500
7	78,300
8	75,600
9	70,952
Average	96,289

DEANS:  
CONTINUING EDUCATION

Rank	Salary
1	89,500
2	75,400
3	71,772
4	64,281
5	55,048
Average	71,200

DEANS:  
EDUCATION

Rank	Salary
1	113,000
2	94,600
3	86,400
4	85,300
5	81,800
6	75,000
7	72,500
8	65,892
9	65,100

Average 82,177

DEANS:  
ENGINEERING

Rank	Salary
1	133,000
2	123,500
3	121,408
4	99,700
5	91,525
6	87,526
7	85,044

Average 105,958

DEANS:  
GRADUATE

Rank	Salary
1	109,120
2	108,160
3	87,900
4	79,600
5	75,000
6	68,330
7	64,200

Average 84,616

DEANS:  
HEALTH/PHYSICAL  
EDUC/RECREATION

Rank	Salary
1	93,522
2	83,975
3	( 67,389)
4	60,888

Average 76,444

DEANS:  
HEALTH-RELATED  
PROFESSIONS

Rank	Salary
1	84,271
2	82,900
3	( 67,389)

Average 78,187

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TABLE II (Continued)  
—PHILADELPHIA REGION—

**DEANS:  
HOME ECONOMICS**

Rank	Salary
1	97,000
2	92,650
3	75,350
4	( 67,389)
<b>Average</b>	<b>83,097</b>

**DEANS:  
LAW**

Rank	Salary
1	131,000
2	129,600
3	116,000
4	97,500
<b>Average</b>	<b>118,525</b>

**DEANS:  
SCIENCE**

Rank	Salary
1	111,430
2	89,900
3	( 70,000)
<b>Average</b>	<b>90,443</b>

**DEANS:  
SOCIAL WORK**

Rank	Salary
1	100,000
2	86,000
3	60,000
<b>Average</b>	<b>82,000</b>

**MEDICAL DEANS:  
DENTISTRY**

Rank	Salary
1	135,000
2	111,500
3	93,972
<b>Average</b>	<b>113,491</b>

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	203,500
2	200,000
3	160,143
4	71,640
<b>Average</b>	<b>158,821</b>

**MEDICAL DEANS:  
NURSING**

Rank	Salary
1	110,000
2	103,000
3	82,073
4	77,925
5	62,448
<b>Average</b>	<b>87,089</b>

**MEDICAL DEANS:  
PHARMACY**

Rank	Salary
1	97,308
2	97,126
3	68,388
<b>Average</b>	<b>87,607</b>

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eleven participating universities from this region are as follows:

Arizona State University  
California State University - Los Angeles  
Northern Arizona University  
San Diego State University  
University of Arizona  
University of California  
University of California, Davis  
University of California, Santa Barbara  
University of California, Santa Cruz  
University of Nevada, Las Vegas  
University of Nevada, Reno

TABLE II (Continued)  
--SAN FRANCISCO REGION--

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	165,100
2	146,700
3	144,500
4	138,900
5	134,100
6	132,145
7	129,675
8	126,563
9	113,376
10	111,804
11	109,857
Average	132,065

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	(136,500)
2	119,600
3	119,067
4	111,450
5	110,000
6	(107,831)
7	99,000
8	95,498
9	95,498
10	95,004
11	83,025

Average 106,588

**ACADEMIC OFFICERS:  
PROVOST**

Rank	Salary
1	127,000
2	111,450
3	(107,831)
Average	115,427

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	104,900
2	99,000
3	93,113
4	89,100
5	83,101
6	81,360
7	81,174
8	75,000
9	73,895
10	70,035
11	58,945

Average 82,787

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	74,200
2	68,020
3	65,813
4	64,800
5	57,000
6	55,137
7	55,000
8	49,387

Rank	Salary
9	48,581
10	44,652

Average 59,259

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	91,773
2	89,100
3	84,000
4	80,892
5	75,600
6	75,579
7	74,800
8	71,670
9	67,990
10	54,381

Average 76,579

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	(125,000)
2	115,500
3	(113,900)
4	105,167
5	(100,776)
6	95,000
7	94,904
8	94,283
9	90,000
10	84,530
11	80,000

Average 99,915

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TABLE II (Continued)  
—SAN FRANCISCO REGION—

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	98,900
2	82,000
3	75,710
4	75,068
5	74,566
6	70,084
7	64,600
8	60,750
9	54,000
Average	72,853

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	85,700
2	79,104
3	76,704
4	76,000
5	75,583
Average	78,618

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	69,095
2	67,200
3	62,885
4	61,725
5	58,774
6	57,312
7	54,948
8	53,258

Rank	Salary
9	49,388
10	46,691

Average	Salary
	58,128

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	82,600
2	78,928
3	72,276
4	65,091
5	62,500

Average	Salary
	72,279

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	104,200
2	76,333
3	72,804
4	69,874
5	68,262
6	68,040
7	63,636
8	52,410
9	42,836
10	41,538

Average	Salary
	65,993

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	61,708
2	60,200
3	52,724
4	43,821
5	39,060
6	38,676

Average	Salary
	49,365

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	105,700
2	86,927
3	79,000
4	76,000
5	75,696
6	65,934
7	63,000
8	59,550
9	51,304

Average	Salary
	73,679

TABLE II (Continued)  
—SAN FRANCISCO REGION—

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	120,200
2	96,200
3	93,720
4	91,800
5	91,000
6	90,113
7	90,000
8	81,855
9	81,852
10	81,000

Average 91,774

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS**

Rank	Salary
1	88,600
2	79,032
3	65,984
4	60,547
5	58,000
6	54,000

Average 67,694

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

Rank	Salary
1	70,658
2	59,781
3	53,124
4	51,579
5	51,152
6	45,648

Average 55,324

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

Rank	Salary
1	( 77,900)
2	71,024
3	70,744
4	70,269
5	69,828
6	68,400
7	62,500
8	50,625
9	43,841

Average 65,015

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

Rank	Salary
1	( 77,900)
2	74,511
3	70,989
4	64,464
5	58,737
6	56,016
7	52,386
8	50,924
9	49,363

Average 61,699

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

Rank	Salary
1	75,600
2	68,976
3	66,875
4	66,479
5	64,236

Rank	Salary
6	60,852
7	59,670
8	52,015
9	45,109
10	44,916
11	43,373

Average 58,918

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

Rank	Salary
1	73,400
2	73,300
3	68,869
4	61,176
5	58,680
6	54,338
7	54,282
8	50,000
9	48,905
10	48,000
11	37,700

Average 57,150

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

Rank	Salary
1	102,459
2	101,807
3	94,942
4	89,820
5	76,782
6	72,600
7	68,696
8	37,491

Average 80,575

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**TABLE II (Continued)**  
**—SAN FRANCISCO REGION—**

**OPERATIONS OFFICERS:  
EXECUTIVE VICE  
PRESIDENT**

Rank	Salary
1	137,800
2	(136,500)
3	(100,776)
4	88,594
<b>Average</b>	<b>115,918</b>

**OPERATIONS OFFICERS:  
VICE PRES FOR INSTI-  
TUTIONAL PLANNING**

Rank	Salary
1	104,200
2	99,600
3	96,188
4	93,150
5	87,433
<b>Average</b>	<b>96,114</b>

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

Rank	Salary
1	92,596
2	91,300
3	83,149
<b>Average</b>	<b>89,015</b>

**OPERATIONS OFFICERS:  
ASSISTANT TO THE  
PRESIDENT**

Rank	Salary
1	( 92,200)
2	87,300

Rank	Salary
3	78,400
4	71,286
5	69,149
6	61,000
7	60,500
8	58,725
9	53,445
<b>Average</b>	<b>70,223</b>

**OPERATIONS OFFICERS:  
VICE PRESIDENT FOR  
FACILITIES**

Rank	Salary
1	103,400
2	95,000
3	85,800
4	68,364
<b>Average</b>	<b>88,141</b>

**OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING**

Rank	Salary
1	84,705
2	79,884
3	74,366
4	71,688
5	71,000
6	70,000
7	68,196
8	63,264
9	58,211
10	57,713
11	52,500
<b>Average</b>	<b>68,321</b>

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT**

Rank	Salary
1	84,700
2	80,839
3	80,200
4	78,975
5	74,000
6	67,536
7	67,427
8	67,129
9	63,000
10	57,156
11	53,568

**Average 70,412**

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY**

Rank	Salary
1	86,500
2	69,503
3	68,000
4	67,391
5	65,460
6	65,000
7	63,312
8	51,450
9	49,304
10	46,348
<b>Average</b>	<b>63,227</b>

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1989-90

TABLE II (Continued)  
—SAN FRANCISCO REGION—

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR INSTI-  
TUTIONAL ADVANCEMENT**

Rank	Salary
1	111,051
2	109,700
3	( 93,960)
4	93,557
5	88,620
<b>Average</b>	<b>99,378</b>

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	( 93,960)
2	( 92,200)
3	( 81,500)
4	60,000
<b>Average</b>	<b>81,915</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	83,520
2	82,999
3	77,382
4	76,300
5	71,976
6	55,507
7	54,581
8	1,800
9	50,000
10	47,841
<b>Average</b>	<b>65,291</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS**

Rank	Salary
1	75,000
2	69,863
3	60,700
4	42,772
<b>Average</b>	<b>62,084</b>

**PUBLIC RELATIONS OFFICERS:  
VICE PRESIDENT FOR  
DEVELOPMENT**

Rank	Salary
1	89,000
2	88,195
3	( 81,500)
<b>Average</b>	<b>86,232</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	102,823
2	69,708
3	72,336
4	71,065
5	65,000
6	60,012
<b>Average</b>	<b>76,824</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	69,111
2	68,562
3	68,181
4	67,500
5	61,488
6	60,103
7	55,198
8	45,005
9	43,084
<b>Average</b>	<b>59,804</b>

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION**

Rank	Salary
1	(113,900)
2	90,000
3	80,000
<b>Average</b>	<b>94,633</b>

**RESEARCH OFFICERS:  
VICE PRES FOR RESEARCH  
AND GRADUATE DEAN**

Rank	Salary
1	111,400
2	103,000
3	81,000
4	76,183
<b>Average</b>	<b>92,896</b>

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PAID 1989-90



**TABLE II (Continued)**  
**—SAN FRANCISCO REGION—**

**RESEARCH OFFICERS:**  
**DIRECTOR OF RESEARCH**  
**(CONTRACTS & GRANTS)**

Rank	Salary
1	77,300
2	75,714
3	62,843
4	62,251
5	61,251
6	59,545
7	53,424
<b>Average</b>	<b>64,618</b>

**RESEARCH OFFICERS:**  
**DIRECTOR OF INSTI-**  
**TUTIONAL RESEARCH**

Rank	Salary
1	80,443
2	64,224
3	61,400
4	57,540
5	57,197
6	52,019
7	50,625
8	45,667
<b>Average</b>	<b>58,639</b>

**DEANS:**  
**AGRICULTURE**

Rank	Salary
1	104,500
2	100,239
3	87,775
<b>Average</b>	<b>97,505</b>

**DEANS:**  
**ARCHITECTURE**

Rank	Salary
1	99,000
2	96,218
3	85,050
<b>Average</b>	<b>93,423</b>

**DEANS:**  
**ARTS AND LETTERS**

Rank	Salary
1	(100,000)
2	83,664
3	74,000
4	72,000
<b>Average</b>	<b>82,416</b>

**DEANS:**  
**ARTS AND SCIENCES**

Rank	Salary
1	104,041
2	(100,000)
3	82,000
<b>Average</b>	<b>95,347</b>

**DEANS:**  
**BUSINESS/INDUSTRIAL**  
**MANAGEMENT**

Rank	Salary
1	112,500
2	108,510
3	98,516
4	88,032

Rank	Salary
5	86,000
6	75,750

**Average 94,885**

**DEANS:**  
**CONTINUING EDUCATION**

Rank	Salary
1	92,700
2	83,500
3	78,444
4	75,936
5	73,000
6	67,296
7	59,300
8	53,440

**Average 72,952**

**DEANS:**  
**EDUCATION**

Rank	Salary
1	107,683
2	91,845
3	87,278
4	87,000
5	84,444
6	78,688
7	78,500
8	77,575

**Average 86,627**

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PAID 1989-90

TABLE II (Continued)  
—SAN FRANCISCO REGION—

**DEANS:  
ENGINEERING**

Rank	Salary
1	125,400
2	115,000
3	114,413
4	112,848
5	106,920
6	95,252
7	89,292
8	81,500
9	77,102
Average	101,970

**DEANS:  
FINE ARTS**

Rank	Salary
1	(100,000)
2	92,235
3	83,500
4	72,000
Average	86,934

**DEANS:  
GRADUATE**

Rank	Salary
1	85,400
2	84,500
3	84,396
4	81,278
5	76,500
Average	82,415

**DEANS:  
HEALTH-RELATED  
PROFESSIONS**

Rank	Salary
1	125,600
2	86,028
3	81,000
4	79,228
5	79,073
Average	90,186

**DEANS:  
LAW**

Rank	Salary
1	141,300
2	140,000
3	115,000
4	112,162
Average	127,116

**DEANS:  
SCIENCE**

Rank	Salary
1	96,188
2	87,108
3	84,000
4	( 82,000)
Average	87,324

**MEDICAL DEANS:  
MEDICINE**

Rank	Salary
1	202,500
2	198,400
3	127,749
Average	176,216

**MEDICAL DEANS:  
NURSING**

Rank	Salary
1	83,559
2	82,013
3	75,000
Average	80,191

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PAID 1989-90

**TABLE II (Continued)**

**A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-SEATTLE REGION-**

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University  
Oregon State University  
University of Alaska  
University of Idaho  
University of Oregon  
Washington State University

TABLE II (Continued)  
—SEATTLE REGION—

**PRESIDENT OF A SINGLE  
UNIT INSTITUTION**

Rank	Salary
1	104,000
2	100,755
3	100,020
4	100,006
5	95,760
6	85,696
<b>Average</b>	<b>97,706</b>

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
VICE CHANCELLOR**

Rank	Salary
1	93,600
2	92,000
3	80,725
4	76,432
5	65,537
<b>Average</b>	<b>81,659</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF  
LIBRARIES**

Rank	Salary
1	85,671
2	76,392
3	71,196
4	65,515
5	58,510
6	52,042
<b>Average</b>	<b>68,221</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF  
AFFIRMATIVE ACTION**

Rank	Salary
1	( 64,293)
2	51,550
3	48,000
4	44,700
5	36,017
<b>Average</b>	<b>48,912</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES**

Rank	Salary
1	71,550
2	71,477
3	67,956
4	65,372
5	60,070
6	54,434
<b>Average</b>	<b>65,143</b>

**BUSINESS/FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS**

Rank	Salary
1	87,445
2	( 80,480)
3	79,955
4	79,920
5	79,920
6	72,010
<b>Average</b>	<b>79,955</b>

**BUSINESS/FISCAL OFFICERS:  
CONTROLLER**

Rank	Salary
1	58,656
2	50,000
3	47,882
<b>Average</b>	<b>52,179</b>

**BUSINESS/FISCAL OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	( 77,970)
2	62,988
3	55,440
4	50,498
5	49,005
<b>Average</b>	<b>59,180</b>

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PURCHASING**

Rank	Salary
1	57,946
2	39,876
3	37,164
4	37,128
5	36,296
<b>Average</b>	<b>41,682</b>

**TABLE II (Continued)**  
**—SEATTLE REGION—**

**BUSINESS/FISCAL OFFICERS:  
INTERNAL AUDITOR**

Rank	Salary
1	47,632
2	40,980
3	39,756
4	39,468
Average	41,959

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	( 64,293)
2	54,264
3	49,200
4	45,352
5	42,037
6	35,402

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

Rank	Salary
1	69,072
2	59,364
3	45,426
Average	57,954

**BUSINESS/FISCAL OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	72,446
2	63,652
3	59,520
4	55,890
5	50,000
6	46,010
Average	57,920

**Average 48,425**

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS**

Rank	Salary
1	83,489
2	75,164
3	72,420
4	70,283

**Average 75,339**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

Rank	Salary
1	( 71,820)
2	( 67,200)
3	58,330
4	58,000
5	34,965
Average	58,063

**BUSINESS/FISCAL OFFICERS:  
DIRECTOR OF PAYROLL**

Rank	Salary
1	41,223
2	33,405
3	32,088
4	29,088
Average	33,951

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT  
AFFAIRS**

Rank	Salary
1	68,795
2	58,302
3	54,792
4	53,352
Average	58,810

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

Rank	Salary
1	( 71,820)
2	( 67,200)
3	57,407
4	54,995
5	52,067
6	47,757
Average	58,541

TABLE II (Continued)  
—SEATTLE REGION—

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID**

Rank	Salary
1	54,017
2	48,400
3	45,510
4	43,920
5	43,560
6	42,016

**Average 46,237**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

Rank	Salary
1	53,604
2	50,344
3	46,000
4	42,488
5	37,731

**Average 46,033**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

Rank	Salary
1	78,084
2	73,886
3	68,931
4	68,597
5	64,501
6	51,073

**Average 67,512**

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

Rank	Salary
1	61,173
2	53,784
3	52,478

**Average 55,812**

**OPERATIONS OFFICERS:  
DIRECTOR OF  
FACILITIES PLANNING**

Rank	Salary
1	50,863
2	45,531
3	39,528

**Average 45,307**

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PHYSICAL PLANT**

Rank	Salary
1	66,000
2	60,540
3	60,228
4	57,000
5	51,979
6	45,219

**Average 56,828**

**OPERATIONS OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY**

Rank	Salary
1	55,049
2	49,003
3	45,224
4	44,075
5	37,164
6	35,277

**Average 44,299**

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF PUBLIC  
RELATIONS/INFORMATION**

Rank	Salary
1	56,170
2	54,000
3	45,011
4	41,704
5	41,445

**Average 47,666**

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF DEVELOPMENT**

Rank	Salary
1	72,120
2	58,040
3	57,304
4	53,244

**Average 60,177**

TABLE II (Continued)  
—SEATTLE REGION—

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF ALUMNI  
SERVICES**

Rank	Salary
1	55,000
2	52,776
3	49,400
4	35,381
Average	48,139

**PUBLIC RELATIONS OFFICERS:  
DIRECTOR OF COOPERATIVE  
EXTENSION**

Rank	Salary
1	85,764
2	82,480
3	79,997
4	64,958
Average	78,300

**RESEARCH OFFICERS:  
VICE PRES FOR RESEARCH  
AND GRADUATE DEAN**

Rank	Salary
1	96,600
2	85,979
3	84,885
Average	89,155

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS & GRANTS)**

Rank	Salary
1	( 77,970)
2	71,016
3	60,382
4	53,703
5	43,056
6	42,848

Average 58,163

**RESEARCH OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RESEARCH**

Rank	Salary
1	62,485
2	52,499
3	45,528
4	42,000
5	41,434

Average 48,789

**DEANS:  
AGRICULTURE**

Rank	Salary
1	101,880
2	93,533
3	89,448
4	79,206

Average 91,017

**DEANS:  
ARCHITECTURE**

Rank	Salary
1	( 90,804)
2	69,904
3	55,541

Average 72,083

**DEANS:  
ARTS AND SCIENCES**

Rank	Salary
1	77,368
2	75,477
3	63,294

Average 72,046

**DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

Rank	Salary
1	94,500
2	92,112
3	85,380
4	78,122
5	69,222
6	63,003

Average 80,390

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**TABLE II (Continued)**  
**—SEATTLE REGION—**

**DEANS:  
EDUCATION**

Rank	Salary
1	( 89,000)
2	78,423
3	77,508
4	76,200
5	66,706
6	63,003
<b>Average</b>	<b>75,140</b>

**DEANS:  
GRADUATE**

Rank	Salary
1	68,952
2	66,564
3	58,635
<b>Average</b>	<b>64,717</b>

**MEDICAL DEANS:  
PHARMACY**

Rank	Salary
1	86,964
2	78,541
3	78,528
<b>Average</b>	<b>81,344</b>

**DEANS:  
LIBERAL ARTS**

Rank	Salary
1	( 90,804)
2	76,288
3	77,932
<b>Average</b>	<b>82,341</b>

**DEANS:  
ENGINEERING**

Rank	Salary
1	96,400
2	93,816
3	76,794
4	65,506
<b>Average</b>	<b>83,129</b>

**TABLE III**

**A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG THIRTY-ONE UNIVERSITY SYSTEMS  
IN TWENTY-SEVEN STATES**

This table summarizes the data for thirty-one university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities  
and Colleges  
Indiana University  
Louisiana State University System  
Montana University System  
Oregon State System of Higher Education  
Southern Illinois University  
State University System of Florida  
State University of New York System  
State University and Community College  
System of Tennessee  
Texas A & M University System  
University of Alabama System  
University of Alaska Statewide System  
of Higher Education  
University of Arkansas System  
University of California  
University of Colorado  
University of Hawaii System  
University of Houston System  
University of Illinois System  
University of Kansas  
University of Maine  
University of Maryland  
University of Massachusetts  
University of Minnesota  
University of Missouri  
University of Nebraska Central  
Administration  
University of Nevada System  
University of North Carolina  
University of South Carolina  
University of Tennessee  
University of Wisconsin System  
University System of New Hampshire

**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

**CHIEF EXECUTIVE OFFICER:  
PRESIDENT/CHANCELLOR**

Rank	Salary
1	230,600
2	178,476
3	175,000
4	160,000
5	157,500
6	150,000
7	148,400
8	146,500
9	143,100
10	142,000
11	136,248
12	134,450
13	134,000
14	131,376
15	124,500
16	122,580
17	120,000
18	119,680
19	117,900
20	115,500
21	115,000
22	114,490
23	113,000
24	112,000
25	111,120
26	108,396
27	104,946
28	103,990
29	95,000
30	86,996
31	79,200

**Average**      **130,063**

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRES/  
CHANCELLOR**

Rank	Salary
1	160,900
2	132,700

Rank	Salary
3	130,000
4	125,000
5	124,000
6	120,750
7	117,294
8	116,500
9	115,000
10	112,154
11	(107,800)
12	107,000
13	104,904
14	99,000
15	97,000
16	90,000
17	87,970
18	86,538
19	84,800
20	84,600
21	83,730
22	81,900
23	( 76,674)
24	76,394
25	67,000
<b>Average</b>	<b>103,584</b>

**ACADEMIC OFFICERS:  
ASSOCIATE VICE PRES/  
CHANCELLOR**

Rank	Salary
1	126,300
2	95,700
3	84,500
4	79,650
5	76,845
6	70,971
7	70,700
8	69,276
9	65,000
10	61,500
11	60,000
<b>Average</b>	<b>78,131</b>

**ACADEMIC OFFICERS:  
ASSISTANT VICE PRES/  
CHANCELLOR**

Rank	Salary
1	108,600
2	90,468
3	61,445
4	57,280
5	51,700
6	47,200
7	45,540
<b>Average</b>	<b>66,033</b>

**ACADEMIC OFFICERS:  
DIRECTOR**

Rank	Salary
1	106,400
2	88,000
3	67,900
4	42,000
<b>Average</b>	<b>76,075</b>

**OPERATIONS OFFICERS:  
EXECUTIVE VICE PRES/  
CHANCELLOR**

Rank	Salary
1	160,900
2	131,250
3	118,974
4	112,100
5	110,158
6	(107,800)
7	106,722
8	103,200
9	102,500
10	( 85,740)
11	85,413
12	( 76,674)
<b>Average</b>	<b>108,453</b>

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**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

**OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE  
PRESIDENT/CHANCELLOR**

Rank	Salary
1	114,660
2	105,800
3	82,680
4	76,500
5	70,000

**Average 89,928**

**OPERATIONS OFFICERS:  
ASSOC VICE PRESIDENT/  
CHANCELLOR**

Rank	Salary
1	127,500
2	88,200
3	81,100
4	73,582
5	63,384
6	61,000

**Average 82,461**

**OPERATIONS OFFICERS:  
EXECUTIVE ASSISTANT/  
ASST TO THE PRES**

Rank	Salary
1	93,500
2	( 85,000)
3	84,000
4	80,200
5	79,048
6	78,825
7	69,800
8	69,000
9	68,000
10	67,867
11	61,880

Rank	Salary
12	55,700
13	55,300
14	55,000
15	45,000
16	36,126

**Average 67,765**

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

Rank	Salary
1	161,300
2	117,294
3	110,000
4	103,000
5	97,800
6	96,400
7	95,400
8	87,995
9	87,500
10	86,500
11	86,100
12	85,726
13	82,200
14	81,000
15	74,151
16	73,608
17	73,459
18	68,800
19	65,489
20	64,031
21	63,120
22	61,000
23	55,500
24	53,361
25	52,990
26	45,780
27	42,540

**Average 80,446**

**OPERATIONS OFFICERS:  
DIRECTOR OF INSTI-  
TUTIONAL RES**

Rank	Salary
1	88,600
2	87,500
3	87,324
4	77,400
5	70,895
6	67,096
7	58,310
8	56,450
9	53,000
10	49,500
11	47,700
12	45,176
13	43,260
14	41,000
15	36,670

**Average 60,659**

**OPERATIONS OFFICERS:  
SECRETARY TO THE  
BOARD**

Rank	Salary
1	105,000
2	91,600
3	91,500
4	( 85,000)
5	84,465
6	63,600
7	63,479
8	56,175
9	55,263
10	45,094
11	42,602
12	40,520
13	36,750
14	35,760
15	31,000
16	23,400

**Average 59,451**

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**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

**FINANCE AND BUSINESS  
OFFICERS: VICE PRES/  
CHANCELLOR**

Rank	Salary
1	145,200
2	132,200
3	130,000
4	(127,000)
5	122,000
6	120,750
7	117,294
8	114,660
9	112,530
10	109,229
11	109,000
12	99,775
13	95,000
14	91,800
15	89,856
16	89,710
17	88,300
18	87,970
19	( 85,740)
20	( 85,000)
21	84,702
22	83,700
23	( 82,980)
24	80,100
25	79,000
26	72,800
27	70,500
28	60,000

**Average**            **98,814**

**FINANCE AND BUSINESS  
OFFICERS: ASSOC VICE  
PRES, CHANCELLOR**

Rank	Salary
1	122,300
2	101,500
3	98,500

Rank	Salary
4	82,200
5	81,500
6	79,000
7	71,865
8	69,811
9	69,000
10	68,500
11	68,100
12	62,500
<b>Average</b>	<b>81,231</b>

**FINANCE AND BUSINESS  
OFFICERS: ASST VICE  
PRES/CHANCELLOR**

Rank	Salary
1	98,400
2	97,000
3	( 95,000)
4	86,976
5	72,375
6	69,500
7	( 65,800)
8	64,500
9	63,000
10	62,700
11	52,440
12	43,329
<b>Average</b>	<b>72,585</b>

**FINANCE AND BUSINESS  
OFFICERS:  
BUDGET OFFICER**

Rank	Salary
1	95,880
2	( 95,000)
3	85,000
4	84,500
5	78,000
6	72,732

Rank	Salary
7	68,301
8	66,000
9	65,340
10	65,000
11	63,600
12	62,424
13	62,208
14	60,585
15	60,000
16	53,649
17	41,104
18	38,000
19	32,564

**Average**            **65,784**

**FINANCE AND BUSINESS  
OFFICERS:  
BUSINESS MANAGER**

Rank	Salary
1	57,648
2	48,500
3	35,070

**Average**            **47,073**

**FINANCE AND BUSINESS  
OFFICERS:  
CONTROLLER**

Rank	Salary
1	(127,000)
2	106,000
3	91,000
4	89,000
5	82,394
6	80,000
7	73,754
8	73,000

(Continued)

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**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

(Continued)  
**FINANCE AND BUSINESS  
OFFICERS:  
CONTROLLER**

Rank	Salary
9	71,244
10	68,680
11	63,630
12	62,500
13	60,120
14	55,000
15	52,400
16	52,260
17	50,000
Average	74,034

**FINANCE AND BUSINESS  
OFFICERS:  
AUDITOR**

Rank	Salary
1	91,700
2	82,051
3	80,000
4	78,750
5	72,000
6	69,300
7	68,700
8	64,000
9	63,123
10	60,849
11	60,795
12	60,500
13	60,400
14	55,527
15	54,200
16	52,987
17	52,200
18	52,128
19	51,800
20	48,047
21	46,493
22	45,000
Average	62,298

**FINANCE AND BUSINESS  
OFFICERS:  
TREASURER**

Rank	Salary
1	176,600
2	94,000
3	86,098
4	( 85,000)
5	79,323
6	72,375
7	68,956
8	66,100
9	( 65,800)
10	63,630
11	53,500
12	50,160
Average	80,129

**FINANCE AND BUSINESS  
OFFICERS:  
DIRECTOR OF PERSONNEL**

Rank	Salary
1	117,294
2	86,100
3	85,000
4	81,600
5	79,032
6	77,500
7	72,400
8	72,360
9	67,500
10	65,032
11	64,491
12	62,508
13	58,080
14	57,000
15	48,204
16	42,788
17	42,250
18	41,350
Average	67,805

**PUBLIC RELATIONS OFFICERS-  
INFORMATION SERVICES:  
VICE PRES/CHANCELLOR**

Rank	Salary
1	129,100
2	117,294
3	108,000
4	107,800
5	96,000
6	88,695
7	( 85,000)
8	83,040
9	82,350
10	( 76,230)
11	70,989
Average	94,954

**PUBLIC RELATIONS OFFICERS-  
INFORMATION SERVICES:  
DIRECTOR**

Rank	Salary
1	90,500
2	74,000
3	68,000
4	67,600
5	64,000
6	62,500
7	61,000
8	60,000
9	53,900
10	51,491
11	51,251
12	48,317
13	44,940
14	44,040
Average	60,110

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TABLE III (Continued)  
—UNIVERSITY SYSTEMS—

**PUBLIC RELATIONS OFFICERS-  
LEGISLATIVE RELATIONS:  
VICE PRES/CHANCELLOR**

Rank	Salary
1	118,100
2	101,300
3	101,000
4	100,001
5	99,500
6	97,650
7	83,400
8	( 76,230)
9	68,810
10	60,639
11	54,102

**Average 87,339**

**PUBLIC RELATIONS OFFICERS-  
LEGISLATIVE RELATIONS:  
DIRECTOR**

Rank	Salary
1	106,300
2	99,672
3	92,000
4	84,300
5	81,000
6	80,000
7	69,638
8	64,400
9	63,384
10	57,000
11	50,100
12	43,740
13	36,000

**Average 71,349**

**PUBLIC RELATIONS OFFICERS-  
DEVELOPMENT:  
VICE PRES/CHANCELLOR**

Rank	Salary
1	(113,900)
2	101,000
3	99,540
4	90,000
5	87,090
6	81,117
7	68,000

**Average 91,521**

**FACILITIES OFFICERS:  
VICE PRESIDENT/  
CHANCELLOR**

Rank	Salary
1	109,100
2	100,000
3	92,167
4	88,996
5	76,456
6	67,604
7	65,500
8	65,200
9	60,320

**Average 80,594**

**FACILITIES OFFICERS:  
ASSOC VICE PRESIDENT/  
CHANCELLOR**

Rank	Salary
1	94,600
2	92,500
3	86,500
4	63,613
5	62,880
6	60,000

**Average 76,682**

**FACILITIES OFFICERS:  
ASST VICE PRESIDENT/  
CHANCELLOR**

Rank	Salary
1	110,000
2	108,303
3	88,620
4	48,300

**Average 88,806**

**FACILITIES OFFICERS:  
DIRECTOR**

Rank	Salary
1	88,900
2	78,000
3	77,792
4	66,150
5	66,000
6	63,640
7	62,708
8	60,600
9	58,800
10	43,893
11	41,000
12	22,930

**Average 60,868**

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PAID 1989-90